# THE CHRONICLE

of Higher Education.

April 8, 1992 • \$2.75 Volume XXXVIII, Number 31

# Quote, Unquote

News Summary: Page A3

"The revolution in these states is a defining moment in history, with profound consequences for America's own national interests."

President Bush, announcing aid for the former Soviet Union that could help researchers: A41

"The university is perhaps the single most important institution shaping long-term views of politics." An assistant professor, on the importance of a politically conscious curriculum: 91

"I've heard so many people say, 'I can't keep this women's team ogether.' Well, no wonder. They're asked to practice at 7 a.m., the coach is paid two cents, there are no scholarships. All of a sudden there's no interest or ability.

Big surprise!"

Donna A. Loplano, on equity in college sports programs: A1.

'We must associate ourselves more pronunently with solving the problems that concern Americans the most,"

Derek Bok, on the need for higher cation to reciaim public trust: A17

we don't like it, but what's to be done? They are citizens." The U. of Sarajevo's rector, where professors have become the leaders of rival ethnic political parties: A41

"Our economic competitors are clobbering our brains out in manufacturing and trade, and we're debating whether it makes sense to spend a little more money educating the next generation, insuring a heulthy work force, rebuilding our infrastructure, and discovering new technologies."

Rep. John Conyers, Jr.: A25

SECTION 1	PAGES A1-E
Athletics	A37-4
Business & Philanthrop	y A33-3
Gazette	A4
Fact Files	A34, 3
Government & Politics	A25-3
Information Technology	A20-2
international	. A41-4
Personal & Professional	A17-1
Scholarship	A8-1
Students	A35-3
SECTION 2	PAGES B1-5
Builetin Board	89-5
Opinion, Letters, Arts	B1-
-	

# Black-College Fund Will Close 6 Offices, Lay Off 25 People

Officials say cuts will free up more money for student support

By JULIE L. NICKLIN
The United Negro College Fund plans to
lay off 25 employees and close six of its
area offices in an effort to trim its operating
costs and free up more money for student

The plan was announced by William H. Gray, III, who took over as the fund's president in September. Mr. Gray and other officials of the UNCF, which raises money for 41 private, historically black colleges, said the changes were not prompted by financial problems or lackluster fund raising, but were designed to make more money available to the increasing number of students who are applying to the fund's member colleges.

"Our members need more financial help than ever before," said Mr. Gray. "We want to maximize the number of dollars that are available to send kids to college."

#### 40 Positions to Be Eliminated

The plan calls for the elimination of 40 positions by laying off 25 employees and leaving 15 vacancies unfilled. Six area offices will be closed—in Baltimore, Milwaukec, Indianapolis, Pittsburgh, Aurora, Colo., and Orlando, Fla. At the same time, the UNCF will seek to raise \$56.8-million in fiscal 1993, about \$2.2-million more than in 1992.

Several presidents of the UNCF's member institutions said that the changes under Mr. Gray had come sooner than they expected, but that they were pleased with the objectives. Some UNCF employees, however, who said they were not expecting the changes, said they were shocked and confused by the announcement.

Officials of several other fund-raising organizations said that now is the right time to review administrative costs, especially Continued on Page A33

#### Sectarian Strife Buffets Yugoslavia's Universities

Yugoslav intellectuals and universities have become deeply involved in the sectarian strife that threatens the disintegration of the multiethnic federation. At

the University of Sarajevo, faculty members, like Aleksa Buha (above), a philosophy professor, have become leaders of rival ethnic political parties. "The return of nationalism is indeed a step back." he says, "but we have to go through this phase of tremendous social, spiritual, and moral crisis."

STORY ON PAGE A41

#### A CHRONICLE SURVEY

Men Outnumber Women and Get Most of Money in Big-Time Sports Programs



A survey of Division I colleges shows disparities in spending on men's and women's sports. Above, an NCAA tournament game between Virginia and Vanderbilt.

#### By DOUGLAS LEDERMAN

Men at most Division I colleges are much likelier than women to play on sports leams and receive a much bigger slice of sports expenditures than their female counterparts, a *Chronicle* survey shows.

About two-thirds of the 203 colleges that responded to the survey enrolled more women than men in 1990-91. Yet at 130 of those institutions, male athletes outnumbered female athletes by more than two to one. One hundred twenty-one of the colleges gave at least twice as much athletic-scholarship money to men as to women.

## Follow-Up on NGAA Study

The survey was intended to follow up on a National Collegiate Athletic Association study released last month, which sought to provide a broad-brush portrait of the relative treatment of

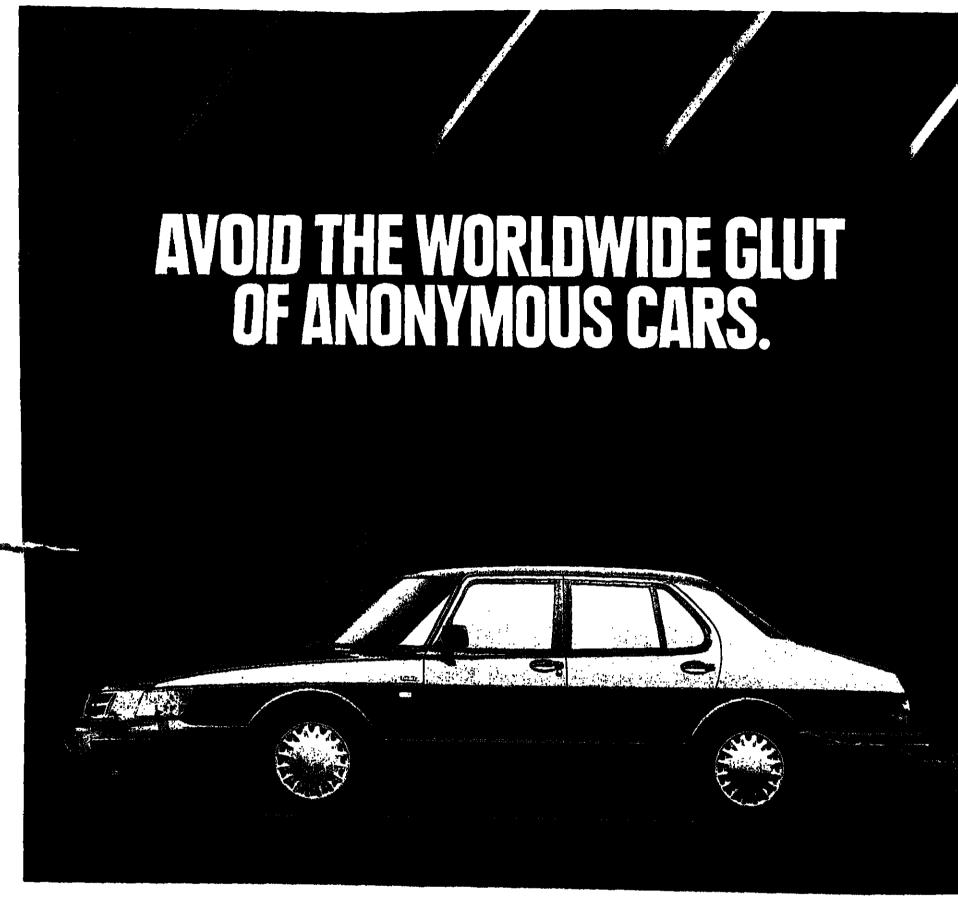
men's and women's sports programs at NCAA colleges.

The Chronicle survey was based on the forms that Division I colleges prepared as part of the NCAA's study and was designed to flesh out the association's report, which revealed the data only in the aggregate. Most of the information provided by the colleges for The Chronicle survey has never before been released publicly. (A college-by-college list including information from the gender-equity study begins on Page A38.)

Many respondents warned that the information in the reports was not, by itself, a sufficient basis for drawing firm conclusions about an individual college's compliance with Title IX of the Education Amendments of 1972, the federal laws barring sex discrimination at institutions that receive federal aid.

The information, they argued, pro-Continued on Page A37





They look alike and drive alike. Camouflaged by their sameness, they

The Sauly 900 Series: From

\$19,880 to \$36,230.

The Saab 9000 Scries: From

\$25,465 to \$37,615.

For more information, call

vanish in parking lots. lost among mirror images of one another.

Cars may well be on their way toward becoming interchangeable. But if they ever get there, they'll do so without the help of the Saab 900, the car no cookie cutter could ever create.

The 900 is what becomes of a car when form follows function instead of fashion.

Take its odd-looking profile. That vaguely hunchbacked shape houses one of the world's most protective steel safety cages. One reason why, based upon actual highway accident reports, the Saab 900 has repeatedly been

ranked among the safest cars in its class. dard equipment includes a driver's-side That eccentric profile also houses

the largest carrying capacity in its class. Fold down the rear seat, and there's 53 cu. ft. of cargo space, rivaling some station wagons.

But nowhere is the difterence between conventional cars and a 900 more

apparent than out on the road. There, its front-engined, front-wheel-

drive system provides the superior traction required of a car engineered for Swedish winters. A nimble suspension and tactile steering system unite car, road and driver in the same lively enterprise, no one was ever anesthetized by a Saab 900.

Or shortchanged on amenities. Besides a spirited fuel-injected engine, stan-\*MSRI', excluding taxes, license, freight, dealer changes and options. Prices subject to change. Prices do not include the 9000 CD Turbo Griffin Edition.

air bag, anti-lock brakes, air-conditioning, power windows, central lockingeven electrically heated front seats.

The result is a complete car instead of a compromise, combining rather than choosing between the virtues of safety, utility, performance and value all in a package that's been described as, well, idiosyncratic.

But then cars, like people, are made infinitely more interesting by their idiosyncrasies. A point your Saab dealer will be happy to prove through a test drive of the 900.

WE MAKE SAABS

# This Week in The Chronicle

## Research

#### **NEW PERSPECTIVES IN ART HISTORY**

- Influenced by Marxism, feminism, and psychoanalysis, scholars delve into the politics of Impressionist works of art: A8
- Responding to complaints, the College Art Association looks at ways to encourage "pluralism" at its annual meetings: A9

#### VALUING 'COMMUNITY SERVICE'

Scholars can help inform citizens about today's complex policy issues by sharing their expertise on key national issues: B3

Physicists examine radiation from scientific journals: A8 Stereo-speaker array used to study sonic booms: AB Maharishi Mahesh Yogi dismisses report on meditation: A8 Researchers say they've found largest known organism: A10 Study looks at wealth and poverty in a Lesotho village: A10 'Selfish' behavior of African white-fronted bee-eater: A10 63 new scholarly books: A14

#### Computing

#### PREDICTING AN ERUPTION'S HAVOC

Computer simulations that show villagers how hot lava will flow down the sides of a volcano could give them a better chance of survival when it erupts: A20

#### **HUMANITIES SCHOLARS AS COMPUTER PIONEERS** The future National Research and Education Network

is often viewed as a service for scientists, but other disciplines are expected to be well represented: A22

A political game on the Internet: A20 Institutions urged to give schools access to networks: A20 Library of Congress sets up a multimedia center: A23 Coilege creates on-line data base of records on women: A23 Libraries group offers access to scholarly data bases: A23 Seven new computer programs; two new optical disks: A24

#### Personai & Professional Concerns

#### LEADERSHIP ROLE PRESCRIBED FOR COLLEGES To regain public confidence, higher education needs to

take part in the national agenda, says Derek Bok, president emeritus of Harvard University: A17 **AGGRESSIVE CHAMPION OF PROFESSORS' RIGHTS** 

#### The Texas Faculty Association tackles issues from salaries to academic freedom in a state where faculty bargaining is forbidden by law; A17

#### A VOICE SHAPED BY DEFIANCE

Ariel Dorfman wants to disturb people. The playwright, novelist, and Duke University professor writes about exile, oppression, and revenge: A5

#### THE POLITICAL GOALS OF HIGHER EDUCATION An apolitical curriculum is a dangerous mirage, Liberal education requires a politically conscious and culturally biased curriculum. Opinion: B1

Vandals damage professor's office: A4 Clarke College will close its doors in May: A4 U. of Texas professor removes AIDS-awareness poster: A4 Yale helps New Haven preserve vital city records: A4 Virginia professor teaches the art of egg dyeing: A4 American Indian artifact stolen from university museum: A5 University asks church to vacate campus property: A5 'Sexual-harassment consent form' rolls U. of Arizona: A17 Career advice for economists lays out a road to success: A17

Professor says president sought to quash complaint: A19

# Federal & State Governments

#### NO 'PEACE DIVIDEND' FOR 1993

The House of Representatives voted not to free up money from military programs to pay for increases in student aid or other college programs: A25



paintings as Édouard Manet's "Café-Concert" to rigorous new interpretations: A8

#### SENATE VOTES TO LIFT FETAL-TISSUE-RESEARCH BAN The legislation would also prohibit the Secretary of Health and Human Services from citing ethical concerns to withhold federal grants for research: A25

8 NAMED TO NATIONAL COUNCIL ON HUMANITIES The President nominated eight people—including several controversial scholars—to the NEH advisory board: A25

## **DEBATE OVER ANIMAL-RESEARCH LAWS**

States continue to make it a crime to vandalize or steal from a facility used in such research. But the verdict is out on whether the measures actually do any good: A26

#### **NEW DIRECTOR OF NIH MAKES HER MARK**

In her first year Bernadine P. Healy moves swiftly on planning and women's health, but finds she can't avoid controversy: A28

## **DEBATE OVER U.S. SCIENCE POLICY**

Representatives of the Bush, Clinton, and Brown campaigns disagree over technology policy, earmarks, and misconduct investigations: A31

#### THE USE OF RACIAL CLASSIFICATIONS

A recent appeals-court ruling may have set definitive guidelines on colleges' use of racial criteria in their admissions and hiring. Point of View: A52

#### IMPROVING THE HEALTH OF AMERICAN POLITICS Scholars should bridge the "town-gown" divide and share their expertise on important national issues, Opinion: B3

NAFEO chief wins unanimous vote of confidence: A25 New York Governor plugs 'a great national university': A25 Science council to study health of universities: A29 EPA hopes to award 300 more research grants: A29 Education Dept. may be liable for some bad loans: A29

#### MEN FAR OUTNUMBER WOMEN IN DIVISION I SPORTS ■ A Chronicle survey adds details to an NCAA study of

teams in its top competitive division: Al ■ Universities that did not participate in the survey said they wanted to protect sensitive information: A37

#### U. OF NEVADA AT LAS VEGAS HIRES A NEW COACH Roland V. Massimino, the men's basketball coach at Villanova University, was named to replace Jerry

Presidents turn to athletics to trim budgets: A37 Loyola Marymount settles suit over player's death: A40

Tarkanian. He will earn almost \$400,000 a year: A37

# THE UNIVERSITY CO. CET LIBEARY SHALL 1 083 689

April 8, 1992

#### NOTE-TAKING SERVICES ARE CRITICIZED Though some professors say the services are helpful in an era of large, impersonal classes, others say they encourage students to skip classes: A35

Institute will study classics of Eastern culture: A18 2 groups sponsor project to update English curriculum: A18 Early exposure to 'contested Issues' is advocated: A18

#### Finance

BELT TIGHTENING AT BLACK-COLLEGE FUND The United Negro College Fund is trimming operating costs to free up more money for student support: Al

#### LIBRARIANS VOW TO FIGHT JOURNAL PRICES

A group proposes measures to combat escalating costs of materials for research collections: A33

U. of Toledo to endow professorship in Catholic thought: A33 Duke's president rescues five academic scholarships: A33 Kenan Trust creates two \$20-million funds: A33 Fact File: 50 foundations ranked by 1990 grants: A34 Foundation grants; gifts and bequests: A34

**NEW POPULARITY FOR PROFESSIONAL NOTE TAKERS** Some colleges are looking more closely at students' practice of paving someone else to go to their classes and take notes: A35

Possible anti-Irish bias studied at U. of Houston: A5 Students get some help against the common cold: A35 Unemployed Massachusetts residents get free classes: A35 Chemistry major enlivens elementary-school science: A35

#### international

U.S. PLAN FOR SCIENCE IN FORMER SOVIET UNION President Bush announced programs of aid that could strengthen the scientific enterprise in Russia: A41

The University of Sarajevo is writhing under the strains brought by the country's sectarian rivalties and rising nationalistic fervor: A41

#### BLACKS PROTEST ON SOUTH AFRICAN CAMPUSES Protests by black students angry over expulsions and charges of racism erupted at several universities: A42

CHINA SEEKS RETURN OF BEST AND BRIGHTEST Its science academy plans to use financial and other incentives to lure émigré scholars and students: A44

#### **AUSTRALIAN STUDENTS PROTEST AID POLICIES** A march to demonstrate against the government's plans turned into a violent confrontation with the police: A44

INDONESIAN STUDENTS TO BE TRIED FOR SUBVERSION The action is seen as part of a broad government effort to squelch campus protest: A44

U.S. fund raiser for U. of Cape Town is honored: A41 Britain's Labor Party consolidates academic support: A41 University College in Dublin reopens a job search: A41 3 East European nations plan integrated universities: A43

#### PARKS AND MONUMENTS

Exhibitions explore the creation of the Blue Ridge Parkway and the pride of America's playing fields: B4

# Gerotte

Appointments and resignations in academe: A45 Deaths: A46

Calendar of coming events and deadlines: A46





# MARGINALIA

Head in the Madison (N.J.) Eugle: HALF OF YOU'TH ENROLLED IN COLLEGE Left brain or right brain?

The Career Services Bulletin of the National Association of Student Personnel Administrators lists an opening for an assistant director of residence life, the qualifications for which are "masters degree plus 305 years full-time experience."

Note in the PSSC Bulletin Board, a newsletter at Pennsylvania College of Straight Chiropractic:

"On Tuesday, March 10, someone took my Gefilte Fish and bagel out of the refrigerator that cost \$8.00. If someone wants to share, I would be glad to, but please don't take it with-

We'll give it back if you'll tell us where you got that refrigerator.

News item in The Conglomerate the student paper at Centenary College of Louisian

'The Student Government Association will attempt to pass its new Constitution this April. . . .

"The new Constitution provides for two vice-presidents instead of one. One is to handle internal business of the son and one is to handle the external business.

"The new document also proposes changes in illegibility requirements for the positions of Secretary and Treasurer."

If you have neat hundwriting, don't apply.

From College & University, a publication of the American Association of Collegiate Registrars and Admissions Officers:

"In a publication directed to prospective students, Stanford University explained the important role that 'community' plays in the overall educational process. "... a college offers its students innumerable paths to enrichments, both in the classroom and outside it. The individuals with whom you will spend the next four years should be an important factor to you in a campus setting. The impact of such inspiring role models and friends cannot be underestimat-

We'd be glad to try.

Announcement of a symposium at Wright State University: "Speaker: Professor Steen Pedersen . . .

"Steen earned his Ph.D. from Aurhus in the early eighties. He has been afflicted with universities in Anrhus, lowa City, and Indianapolis before coming to Wright State."

Where we hope he was cured of what ailed him. -c.g.

# In Brief

## Clarke College will close

#### Its doors in May

NEWTON, MISS.—Two years after losing its regional accreditation, Clarke College has decided to close its doors in May,

The two-year Baptist college lost its accreditation by the Southern Association of Colleges and Schools in 1990, following a twoyear probation. The accrediting agency cited financial problems and the lack of long-range planning as reasons for the decision.

Since then, the Mississippi college has suffered declines in enrollment and financial support. said James C. Read, dean of the college. He said Clarke had been unable to compete with less-expensive public colleges.

Clarke, which unsuccessfully appealed the accreditors' decision, sued the agency in federal court in September and sought an injunction. Shelton Hand, the college's lawyer, said last week that the court had not yet acted on the case. The accreditors could not be reached for comment.

#### **Invitation to President**

#### of Germany is criticized

ноизтон—George Rupp, president of Rice University, and Charles Duncan, chairman of the institution's board of trustees, have stirred up controversy by inilling Richard von Weizsacker. the President of Germany, to speak at this spring's commence-

Mr. von Weizsacker has been



## Virginia professor teaches art of egg dyeing

ginia led a workshop for towns-

CHARLOTTESVILLE, VA. - A | who learned the craft from her rofessor of Slavic languages and | grandmother, Natalie O. Konoliterature at the University of Vir- | nenko (above) taught those at the workshop pysansky, the art of people interested in learning the drawing on eggs with beeswax art of Ukrainian Easter-egg deco- and then dyeing them to produce rating. A Ukrainian immigrant intricate designs and figures.

criticized by some, including a Rice professor, for denying his father's role in the Holocaust. Baron Ernst von Weizsacker, Hitler's top professional diplomat, was convicted of sending thousands of Jews to concentration camps. Others, however, have praised the younger Mr. von Weizsacker for his speeches urging Germans to face their responsibility for the Holocaust.

# Yale helps New Haven preserve vital records

NEW HAVEN, CONN.—Thanks to \$5,700 from Yale University. this city will be able to preserve deteriorating records of marriages, births, and deaths for at least another 100 years.

Many of the records-which in- | pay for the project.

clude death certificates for such famous Americans as Noah Webster and Eli Whitney-have become brittle with age. But the city ouldn't afford to preserve them. So Michael V. Lynch (below), the city's registrar for Vital Statistics, asked Yale for help. Saying that early American records are important to research, Yale officials agreed to donate money to help





occupation of the West Bank and Gaza Strip. The vandals poured oil and battery acid over office equipment and files. The faculty member. Iraj Ershaghi, a professor of petroleum and chemical engineer- beth Langland, a professor of

lah is a Shiite Muslim group based

n Lebanon that is fighting Israeli

#### **Professor removes**

The instructor, Pedro Bustosked men embracing. One of them is wearing a condom.

"This is not some kind of erotic Mr. Bustos-Aguilar. "It's an informative poster that provides an opportunity for discussion on homosexuality, homophobia, and

complaints about the poster since September from students and par-

## Harvard psychiatrist

#### faulted in suicide

BOSTON - A state medical board has found that a psychiatrist affiliated with Harvard University Medical School "did not conform to accepted standards of medical practice" in treating a Harvard medical student who committed suicide last year.

But the state board did not find that the psychiatrist, Margaret Bean-Bayog, had had sex with her patient, as the patient's family charged, and it did not revoke her medical license. Dr. Bean-Bayog, a clinical as-

sistant professor at Harvard, has been on leave since May pending the board's decision, which is subject to further hearing.

The family of Paul Lozano, the fourth-year medical student who killed himself, has sued Dr. Bean-Bayog, charging her with malpractice and wrongful death.

Dr. Bean-Bayog has called the family's charges "outlandish and

#### Correction

. In a Research Note on the role of wives in Victorian households (The Chronicle, March 25). the author of the PMLA article on which the note was based was incorrectly identified. She is Elizaing, has been an American citizen | English at the University of Plorie Chronicle of Higher Education (1830 0009-5982) is published weekly except the third week in August and the last two weeks in December, at 1255 Twenty-Third Street, N.W., Washington, C. 20037. Subscription rate: \$67,50 per year. Second-class postage paid at Washington, D.C., and at additional mailing offices. Copyright © 1992 by The Chronicle of Higher Education, I inted in the United States of America, Porthastra: Send address changes to The Chronicle of Higher Education, P.O. Box 1955, Marioa, Ohio 43305, Member, Audit Bureat realistions. The Chronicle reserves the right not to accept an advertiser's order. Only publication of an advertisement shall constitute final acceptance of the advertiser's order.



#### AIDS-awareness poster

AUSTIN, TEX.—A sexually explicit AIDS-awareness poster displayed in the office of an assistant instructor at the University of Texas has sparked a heated debate over free speech.

Aguilar, says he removed the poster after he was urged to do so by the chairman of the Spanish and Portuguese Department, Lee Fontanella. Several other faculty members responded by displaying the poster in their offices. The poster, called "Get Carried Away With Condoms," depicts two na-

art I put up for shock value,'' said

Mr. Fontanella says he did not tell Mr. Bustos-Aguilar to remove the poster, but simply suggested that he put it in a less prominent place in his office. Mr. Fontanella says he has received numerous

#### University asks church to leave campus property

**University museum loses** 

EAST LANSING, MICH.—A thief

pried open a display case at the

Michigan State University muse-

um and made off with a 19th-cen-

The artifact, part of a tobacco

ing of which appears above-was

pipe carved out of stone-a draw-

tury American Indian artifact.

valuable pipe to thief

PHILADELPHIA—The University of Pennsylvania has asked a non-denominational church to vacate property it has been leasing, in part because of allegations that the church has been using cultlike tactics.

The Church of Our Savior, led by the Rev. Frederick A. Drummond, has been leasing a five-acre site near the campus.

to use the property, but also be-University City Associates, a forprofit subsidiary of the university that manages its real-estate holdings. According to a report in *The* | Irish Americans in class.

other abuses. Mr. Drummond. who was unavailable for comment, has denied the charges. Alleged anti-irish blas

donated to the museum by an

alumnus. The alumnus's father

unearthed the pipe 84 years ago

on land that is now part of the

campus. A museum spokesman,

who declined to disclose the value

of the item, said campus police

Philadelphia Inquirer, church

members have complained of be-

ing subjected to mind control and

had identified a suspect.

# studied at U. of Houston

HOUSTON-The Education Department's Office for Civil Rights is investigating a student's complaint that the University of The university asked the Houston-Downtown discriminatchurch to move because it wants | ed against Irish Americans. The complaint was lodged by a stucause of the allegations, said | dent who said a textbook used in Christopher Mason, president of an American-history class contained derogatory stereotypes of Irish Americans. The student also claimed that a professor maligned

#### Cooking for scholarships at Johnson & Wales

high-school seniors from across the country cooked up their favorite dishes as part of a competition for scholarships to Johnson & Wales University.

The culinary institute awarded \$337,000 in scholarships to the grants worth more than \$35,000 arship.

PROVIDENCE, R.I. -- Twenty | each to the winners in each of the two cooking categories—dinner and pastry arts. Below, Anthony Tarro of the American Cancer Society-which set nutritional standards for the recipes-observes John Franke as he prepares his lemon herb flounder en papillote. participants, including full-tuition | Mr. Franke won a \$10,000 schol-



#### **PORTRAIT**

# Giving Voice to the Tragedy of Oppression

Ariel Dorfman: "I'm not against making people laugh or cry, but my main objective

#### is to make people think about things that they may not want to think about."

Ry DERRA E. RLUM Ariel Dorfman-writer, former

refugee, Duke University professor—wants to disturb people. His latest effort is a play he wrote, Death and the Maiden, about a woman who meets the man she believes tortured her years ear-

lier under a repressive political re-

The play opened on Broadway last month starring Glenn Close, Richard Dreyfuss, and Gene Hackman. It is a smash hit in London where it was first produced, and it is expected to open in more than 25

countries by year's end. While newspaper critics have given the New York production mixed reviews, it is generally agreed that the production stirs up disturbing questions about repression, torture, revenge, and justice.

"I'm out to disturb and perturb, not to entertain," Mr. Dorfman says. "I'm not against making people laugh or cry, but my main objective is to make people think about things that they may not want to think about."

Much of Mr. Dorfman's work is unsettling. One of his novels, Widows, written in 1981, is about the tragedy of "the disappeared" people jailed, tortured, and most likely killed by a dictator's secret police-and their leved ones who makes clear a disdain for those who live without any certainty that their relatives are alive or dead.

Mr. Dorfman attributes his dark mood to an inner voice—the voice tween the academic world, the litof a man who has seen much evil. erary world, and the show-business sonal perspective and, he says, "to Born in Argentina in 1942, the grandson of Jews who had fled Rus- may be major contradictions besian pogroms, Mr. Dorfman says tween the world of the artisan and his life has been shaped by exilc and

#### Forced Into Exile

In 1944, when Mr. Dorfman's father was forced from his job as a have actually thrust him back into professor at an Argentine universithe role of the traditional Latin

When Chile's socialist President, scholar does. During his 10 years at Salvador Allende Gossens, was the University of Chile, Mr. Dorf-derstood."

overthrown and killed in a 1973 man says he produced television coupled by General Augusto Pinoprograms on literature and ran literchet, Mr. Dorfman, a professor of ature workshops for poor workers. "The tradition here has become journalism and literature at the University of Chile, was forced into exthat intellectuals are more insular." ile along with many of Mr. Allende's supporters. Ten years later he was allowed to return to Chile, but his continued denunciations of the Pinochet regime led to his deporta-

tion again in 1987. Since 1990, when

Chileans voted to oust General Pi-

nochet in favor of a democratic

government, Mr. Dorfman has

traveled freely in and out of Chile.

Over the last seven years, how-

ever, Mr. Dorfman has spent much

of his time at Duke University

where he is a professor of literature

and Latin American studies. There

he has continued to write literary

criticism, works of fiction, essays

that appear regularly in magazines

and newspapers, and plays. He has

also begun to write a screenplay for

Death and the Maiden, which he

says the producer and director Ro-

man Polanski has agreed to pro-

duce. Next, he says, he plans to

write a screenplay for "Reader,"

Mr. Dorfman says it is ironic that

someone like him-who constantly

talks in intellectual jargon and

may be less contemplative—is go-

world," Mr. Dorfman says. "There

way these two can nurture each

His dramatic projects, he says,

"I'm learning how to live be-

one of his short stories.

ing Hollywood.

'Major Contradictions'

#### Bizarre Character'

he is a "bizarre character" among his peers at the university. Not only does he live, as he says, between two cultures, but he is a part-time, tenured professor tenching across disciplines. His courses, which he teaches for only one semester a year, are a cross between literature and international studies. Sometimes he teaches them in Spanish. other times in English. (He writes

teach, he says, is called "Voices of Liberation, Voices of Dominition." In it he and his students compare contemporary books, advertisements, and radio programs from the United States to those in developing countries. The analysis, he says, helps students understand their place in the world and the factors that shape their perspective.

Mr. Dorfman says he seeks to be revealing and provocative. He expects his students to attack and an-Oring il Into their lives.

that come with the production of the industrially produced world of his play and other projects, Mr. mass media, but I'm looking for a Dorfman says he is focused on his teaching. He finds that his life at Duke provides the proper counterbalance to his outside activities.

7.5

that is forming the public conty because he was Jewish, the fam- American intellectual who, he says, sciousness," Mr. Dorfman says of ily moved to the United States, tends to take more responsibility the entertainment industry. "But I where they lived for 10 years before. for what goes on in society than the find it equally important to be in the typical American or Buropean university world, where that consciousness is meditated on and un-

he says. "There's no divide hetween my essays-what may be considered my scholarly work-and my fiction. That's rare in academia, maybe too rare.

**Bo** Links the **Ma** 

Mr. Dorfman says he often feels in both languages, as well.)

One of his favorite courses to

In his teaching, like his writing, Despite the constant disruptions

"It's interesting to be in a world



# BEFORE TRUSTING YOUR FUTURE TO ANY COMPANY, ASK FOR SOME LETTERS OF REFERENCE.

ou put more than just your savings into a retirement company. You put in your trust and hopes for the future, too. So before you choose one, ask some questions. How stable is the company? How sound are its investments? How good is its overall financial health?

## WHERE DO YOU TURN FOR ANSWERS?

A good place to start is with three independent analysts of financial companies:
A.M. Best Co.; Standard & Poor's; and
Moody's Investors Service. Their ratings

are widely recognized as reliable indicators of how strong a company really is.

## IN THE FINAL ANALYSIS, TIAA IS LETTER-PERFECT.

TIAA received A+ from A.M. Best Co., AAA from Standard & Poor's, and Aaa from Moody's Investors Service.

These ratings reflect TIAA's reliable claims-paying ability, exceptional financial strength, superior investment performance, and low expenses.

And TIAA—with its guaranteed rate of return and opportunity for dividends—is

one of fewer than six companies, out of 2,200 nationwide, that received these highest marks.

# CREF. FOUR MORE LETTERS EVERYONE SHOULD KNOW.

For further growth potential and diversification, there's the CREF variable annuity, with four different investment accounts to give you the flexibility you want as you save for the future.

Together, TIAA and CREF form the world's largest private retirement system, with over \$100 billion in assets and more

TIAA CREF

Ensuring the future for those who shape it.™

than 70 years of experience serving the education community. For over one million people nationwide, the only letters to remember are TIAA-CREF.

SEND NOW FOR A FREE RETIREMENT INVESTMENT KIT.

Mail this coupon to: TIAA-CREF, Dept. QC, 730 Third Avenue, New York, NY 10017. Or call 1800-842-2733, Ext. 8016.



Address	
City	State Zip Code
Institution (Full name)	
Title	Daytime Phone ( )
TIAA-CREF Participant  \[ \sum \text{Yes} \square \text{No} \]	If yes, Social Security

CREF annuities are distributed by TIAA-CREF Individual and Institutional Services, In

كتافزالكو

# ROOM aotes

Radioactive journals? Two Canadian physicists have gone to the trouble of measuring the radiation from unbound scientific journals, magazines, and

The physicists, at McMaster University and the University of Toronto, found gamma rays from scientific journals that are published on high-quality, glossy paper. Gamma ruys are close to X-rays on the electromagnetic spectrum.

The source of the rays, the physicists say, is the clay that is added to paper pulp to produce a glossy surface. The clay contains radioactive forms of some elements, such as radium.

The radiation, however, is not at levels that are likely to harm anyone. A person standing in front of a seven-shelf bookcase of the journal Nuclear Physics, for example, gets a dose of radiation that is equal to that received by someone standing in a brick or masonry building.

The physicists published their data in a letter in the March 26 issue of the journal Nature.

Georgia Tech researchers have set up an 8-by-20-by-15-foot array of sterco speakers next to a four-room house to study the effects of sonic booms.

The booms, which occur when airplanes exceed the speed of sound, send out powerful sound waves that rattle houses, windows, dishes, and other objects.

In the research being planned at the Georgia Institute of Technology, scientists will broadcast various sonic-boom noises from the speakers while research subjects in the house try to read, talk to each other, and engage in other activities. The noise used in the research will not exceed federal safety standards.

Afterward, the scientists will quiz the subjects about which kinds of noise they found the most

The study's purpose is to help engineers to reduce the disturbance that supersonic planes or other, more futuristic forms of transportation might cause.

The Maharishi Mahesh Yogi has joined those who have criticized National Research Council reports on "enhancing human performance."

On two occasions, the council, which is the operating arm of the National Academy of Sciences, has evaluated "performance enhancement" techniques such as neditation and issued skeptical assessments of those methods.

About the council's latest report, the Maharishi International University News Service quotes

"It is well known that Washington, D.C., is the crime capital of the world. Under that negative influence, no decisionmaking body would be able to make a positive decision helpful to the American people."

# Scholarship

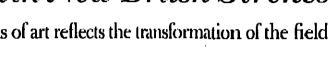


Linda Nochiln of Yale: "Do you love art down on your knees uncritically, · or do you love it as you love a dear friend or relative?"

#### CARLIE BORETA FOR THE CHRONICLE

# 'Revisionist' Art History Portrays Impressionists With New Brush Strokes

Recent scholarship on French works of art reflects the transformation of the field



#### By SCOTT HELLER

When a new generation of art historians looks at French Impressionist works, they see more than a way with paint or a gift for capturing the fading sunlight. Influenced by Marxism, feminism, and psychoanalysis, such scholars delve into questions of politics, gender, and economics as they seek to scrutinize-rather than celebrateworks of art.

In recent scholarship, Edgar Degas is described as an anti-Semite and an artist who fetishized women's bodies. Édouard Manet is working out oedipal conflicts with his father. And his barmaids are selling

Those new views of Impressionism are an example of how art history has been transformed by the importation of new methodologies. "They all take the focus off the pantheon of great artists producing masterpieces," said Patricia Mainardi, a professor of art history at the Graduate Center of the City University of New

#### Fellowship Applications Rejected

Bitter debate has not broken out in the field, as it has within literary circles, save for consistent criticism of the changing approaches from the journal The New Criterion. But the Samuel H. Kress Foundation, which supports graduate research in art

history, has begun rejecting fellowship applications if the topic is "too anthropological or sociological." And several scholars at this year's meeting of the College Art Association complained that the program was dominated by theory-based sessions at the expense of more traditional approaches.

Change has come slowly to the profession. Ties to the world of museums make revisionism continually controversial. "Art history is by definition a conservative discipline," said Linda Nochlin, professor of art history at Yale University. "It's a much more material and economically driven field. People want to preserve art as something valuable and untouch-

Until the 1960's, art historians were trained, in large part, to identify a piece of art and place it within an artist's body of work. Connoisseurship, as the skill is known, had a direct link to the market value of an art work.

Scholars analyzed a painting's formal properties, or traced the use of an image, but left aside the social context in which it was produced. In that way, art history mirrored the New Criticism in literature, which reigned at the time.

'People would sit in offices and establish a chain of works of art, relating a painting of 1910 to a painting of 1870 to a paint-

ing of 1830, but not to the cultural politics of 1910 or 1870," said Robert L. Herbert, professor of art at Mount Holyoke College. His 1988 book, Impressionism: Art, Leisure, and Parisian Society, is a widely praised attempt to apply decades of research in social history to the study of painters such as Manet, Degas, and Re-

More than many fields, art history is tied to the work of a pantheon of critics and biographers, who include Giorgio Vasari, Erwin Panofsky, Aby Warburg, and Clement Greenberg. Each was put under the microscope in a session at the 1992 art association conference; "Who's Vasari Now?" was the title of one paper.

The "new art history" is self-conscious about the field's founders, its canon, and the values it represents. "The whole category of what art survives and what we write about is being rethought," said Michael Ann Holly, professor of art history at the University of Rochester. Ms. Holly studies the historiography of

the discipline itself, as does Donald Preziosi, professor of art history at the University of California at Los Angeles. Mr. Preziosi is reviewing turn-of-the-century university syllabi, to link the creation of the field, which emphasizes personal style and historical periods, with broader notions about morality and national identity.

"The crafting of a history of art," said Mr. Preziosi, "with its unfolding of epochs and works, had from the beginning a moral and ethical tone to it."

#### First Wave Influenced by Marxism

The first wave of revisionist scholarship. emerging in the late 1960's and early 70's, was influenced by Marxism. Rather than study the formal properties of a work of art, such as how the paint was handled, historians emphasized the social history of the period, and how it was captured in a work of art.

Much of the new scholarship centered on the 19th century, when, for the first time, artists began dealing with workingclass subjects and everyday life, rather than with allegorical or religious themes. "These works were so patently realistic that they demanded an explanation," said James D. Herbert, assistant professor of art history at the University of Southern

Many scholars who specialize in 19thcentury art credit T. J. Clark, now a professor at the University of California at Berkeley, with answering that demand in his 1985 book, The Painting of Modern Life: Paris in the Art of Manet and His Followers.

Feminist scholars raised questions of Continued on Page A12

# College Art Association Looks at Ways to Encourage 'Pluralism' in its Annual-Meeting Program

In response to complaints that recent conferences have shortchanged traditional art-history scholarship, the College Art Association will review the way its annual meeting is organized.

The association has asked a consultant to survey other scholarly societies to see how they run their annual meetings. "I'm rying to encourage pluralism," said Patricia Mainardi, professor of art history at the Graduate Center of the City University of New York.

Ms. Mainardi heads the committee that oversees the annual meeting, held this year in Chicago. Some 4,500 artists and art historians attended.

Ms. Mainardi said she supported the new scholarship, which focuses on politics and gender rather than formal properties of a work of art. But she described senior scholars as "virtually 100 per cent disaffected," especially when they apply to oversee sessions and are turned down.

"I'm critical of the fact that the new developments seem to be pushing out all the old," said Ms. Mainardi. "The problem with art history is that we're monotheistic-it's winner take all. When it's formalist, that's everything. When it's theory,

#### Talk of a Splinter Group

With some sessions led by artists and others by historians, the association's meeting often includes a wide range of topics and approaches.

In response to complaints about this year's meeting, the association's board, of directors added sessions that Accused on historical periods. To mark the Columbus anniversary, the meeting included many papers on multiculturalism and discussion

of work by American Indian and Hispanic

About 20 years ago, the Society of Architectural Historians, which had met along with the College Art Association, decided to begin meeting separately.

Whispers abounded at the art association's latest meeting that some art historians would propose a spirater group, though that did not happen.

"We're not talking about art anymore. We're not talking about quality anymore," complained Samuel Y. Edgerton, Jr., professor of art history at Williams College and a member of the association's board of directors, "We've become an advocacy group for marginals who want to be part of

the power structure." Mr. Edgerton chalked it up to generational politics.

"The younger generation that came out

of the Vietnam War is more embittered," he said. By the meeting's end, he said he was satisfied that quality scholarship was still being produced.

Sandra Hindman, professor of art history at Northwestern University, said she was "puzzled" by the complaints about the art-history portion of the program, which she coordinated. As a field, art history still "venerates the object" and is resistant to theory, she said.

Ms. Mainardi noted that until recently, non-traditional scholarship, including feminist work, had been relegated to the margins of the conference. But she said that, in the current climate, the association needed to satisfy as many constituencies as possible. "Art is embattled enough in this country," she said. "To start having splinter organizations would be a disaster."

-SCOTT HELLER



#### RESEARCH NOTES

- Researchers say they have found largest known organism
- Anthropologist examines wealth, poverty in a Lesotho village
- "Selfish" behavior of African white-fronted bee-eater examined

American scientists has discove exchange of commodities is "cul- have little land or livestock. It is ered what may be the largest known organism—a fungus that dering different kinds of wealth in- consolidate such categories of extends over 30 acres in a northern Michigan hardwood

In the April 2 issue of Nature. the scientists estimate that the single individual of Armillaria bulhosa, a fungus commonly found in he says, but also in different ways: exchanged for others. European and North American for- Some who are rich in land are poor- Livestock in Lesotho, for examests that feeds on the roots of hardwood trees, has a mass of at least

The scientists determined that the wide-ranging fungus was not a colony, but a single individual, by using genetic tests that showed that more than a dozen genes from samples of fungus widely dispersed through the forest were virtually

"The odds of that many genes" being identical is minuscule," unless those genes are from a single individual, says Johann N. Bruhn, a research scientist in forest-plant pathology at Michigan Technological University.

Mr. Bruhn conducted the study with Myron L. Smith and James B. Anderson, botanists at the University of Toronto. The scientists found the gigantic fungus in 1988, while conducting a study for the U.S. Navy on the possible environmental effects of extremely low-frequency electromagnetic fields. Sampling what they initially assumed were different individuals from the same species of fungi throughout the forest, they later found, to their surprise, that all of the samples had come from the same individual.

"We restricted ourselves to a couple of hectares at first and, sampling wider and wider, we finally encountered the edge," Mr. Bruhn says. "We were surprised."

Mr. Bruhn emphasizes that the large fungus is not a product of low-frequency electromagnetic fields. The area in which it was found was being examined as a control in the study, he says, because it was not affected by such fields. He says that, from measurements of the rate at which the fungus grows and branches out, the scientists estimate that it has been growing, genetically unchanged, for about 1,500 years.

--KIM A. MCDONALD

erning the exchange of differ-ent kinds of wealth in a rural Lesotho village demonstrate that degrees of wealth and poverty cannot always be objectively measured or ranked, argues an anthropologist at the University of California at Irvine.

Implicit in some kinds of applied authropology, such as development studies, is the assumption that people can be ranked along a linear scale from rich to poor, says James Ferguson in the current (March) issue of American Anthropologist. He disputes that assump-

A team of Canadian and tion, arguing that, in many settings, goods; others with fine houses turally constituted," thereby ren- impossible, Mr. Ferguson says, to comparable.

sotho village of Mashai are rich and customs dictate that certain kinds poor not only in different degrees, of commodities cannot readily be

wealth into some generalized Mr. Ferguson bases his argu- measure of power or influence, as ment on field work he did in Leso- can be done to a degree in Ameritho in 1982-83. Families in the Le- can society, because local laws and

ly clothed and have few consumer ple, confers not only economic ad- ted on a linear chart, but must be

"bridewealth," the payment a man makes to his new wife's family. For those reasons, Mr. Ferguson says, relatively strict customs govern its exchange: Trading cash for livestock is socially acceptable, but exchanging livestock for cash is not, except, for example, when a family is in dire need of money for food or

By the same token, he notes, housing in Mashai is not normally bought and sold, but is obtained by building or inheriting a dwelling. Without a housing market, he says, families cannot sell houses to meet more urgent needs.

other necessities.

Thus, Mr. Ferguson argues,

wealth in Lesotho cannot be plot-

vantage but also high prestige. It is located on a more complex map inalso the preferred form of dicating the various paths of exchange. —ELLEN K. COUGHLIN

> Two Cornell University biologists say the seemingly selfish behavior of an African bird that disrupts the breeding activities of its progeny and forces its older sons to care for its own young may actually make evolutionary sense.

Stephen T. Emlen, professor of neurobiology and behavior, and Peter H. Wrege, a research associate, say that in their study of white-fronted bee-exters in Kenya's Lake Nakuru National Park. they often observed unusual forms of consict between fathers and sons. At critical times of courtship.

In the March 26 issue of Nature,

mating, and nesting, for example, fathers would harass their sons and their prospective mates. Such harassment included aggressively

> sons' nests. Rather than put up a fight, the scientists say, the sons frequently abandoned their attempts to breed and would remain with their fathers to help defend and deliver

chasing their sons, stealing food in-

tended for their sons' mates, and

blocking the entrances to their

food to young at his nest. "At first glance this would seem to be a problem for the theory of natural selection," Mr. Emlen

primarily interested in perpetualing their own genes.'

"Organisms are supposed to be

But the two biologists calculate

that the behavior also provides a nearly equivalent evolutionary benefit by increasing the survival of the son's younger brothers and sisters, who carry many of the same genes.

By tagging several generations of the birds, the researchers found that breeding bee-eaters often have difficulty obtaining enough food for their young, many of whom starve before leaving the nest. They also discovered that a father, by recruiting a helper, could nearly double the chances of survival for his voung.

The researchers calculate that the sons are able to promote the propagation of genes like their own equally well by helping their parents raise young as by bearing their A male white-fronted bee-eater harasses his offspring.



Scientists say such behavior may make evolutionary sense.

very August, up to 30 select business professionals are sent back to school — to Arizona State University's

highly-acclaimed MBA for Executives Program. It's a demanding curriculum designed to give them the decisionmaking skills they'll need for tomorrow's senior management positions.

For the past five years each incoming executive has been issued a powerful study aid to help them succeed a new Zenith Data Systems portable PC. And with each successive year, Arizona State has upgraded to a more advanced Zenith Data Systems portable.

This year, executives are carrying the sleek MastersPort™ 386SX notebook PC, equipped with an internal modern that provides these busy professionals with the mobility they need.

Without leaving their home or office, they can pick up assignments, ask their professors questions and access reference databases. They can even access an on-line card catalog and journal index to speed their time spent in the university library.

What makes this yearly Zenith Data Systems portable upgrade such a smart business decision for ASU? According to Program Director Dr. Stephen Happel, "Zenith Data Systems always makes new portable PC technology affordable — so we get a lot more for the money spent."

Of course, value like this comes as no surprise to Dr. Happel. After all, Zenith Data Systems has provided universities such as Arizona State with innovative solutions for

"THE FIRST ORDE OF BUSINESS IN OUR MBA PROGRAM
IC ASSIGNIN ZENITH DATA SYSTEMS PORTABLE PCS."

more than a decade. That's leadership on campus few can match.

We've taken over 60 examples of how other colleges are using notebook and laptop PCs, and put them on one 3.5" diskette that runs under Microsoft® Windows™ v. 3.0.

For a *free* copy, and the name of your Zenith Data Systems representative, call 1-800-523-9393, ext. 202.



'MassersPort 3865L, Z-316/5X, and Z-320/5X are bundled with ZCM-1393 4865V/20E, 4865V/25E, and 486/75E are bundled with ZCM-1492. All prices and specifications are subject to change Prices are for models shown. In U.S. dollars. Shapping handling, and applicable sales taxes not included in the price. MastersPort is a trademark of Zentith Data Systems. MS-DOS and Microsoft Windows are trademarks of Microsoft Corporation. Copyright © 1992 Zenith Data Systems Corporation.



		OICCI I	TILD LO	WER PRI	- L.J.	
	MastersPort 386\$L <sup>1</sup>	Z-316/5X	Z-320/SX	486SX/20E1	4865X/25E'	486/25E <sup>1,1</sup>
PROCESSOR SPEED	20мнг	16мнг	20мнг	20мн	25мн₂	25мнz
HARD DRIVE	60MB	40мв	80MB	80мв	200мв	80MB
EDUCATION PRICES <sup>3</sup>	\$2279	\$999	\$1349	\$2399	\$3399	\$3299
W/COLOR MONITOR	\$2588	\$1308	\$1658	\$2699	\$3899	\$3699

## FELLOWSHIPS AND AWARDS

**National Academy** of Sciences

WASHINGTON At its annual meeting this month. the academy will honor 13 individuals for outstanding contributions

Philip H. Abelson, former editor. Science Magazine: for distinguished contributions in the application of science

tributions in the application of science to the public welfare.

Stefan Bongtson, Uppsala U., Sweden: for outstanding research in pre-Cambrian and Cambrian life and history.

Thomas W. Cling, U. of California at Cambrian and Cambrian Salas Stefan Stefan

Berkeley, and Bruce Baker, Stanford U.: for a recent notable discovery in molecular biology by young scientists. Donald J. Cram, U. of California at Los Angeles: for innovative research in the

chemical sciences that, in the broadest sense, contributes to a better under-standing of the natural sciences and to the benefit of humanity.

Martha Farah, Curnegie Mellun U.:

outstanding empirical research in ps chology, specifically that concerni-the relationships of consciousness at the physical world. Mice P. Gast, Stanford U., and Sengte Kim, U. of Wisconsin at Madison: fo

innovative work in chemical engine ing by young scientists. Robert MacPherson, Massachusetts in-stitute of Technology: for excellence in research in the mathematical sci-

Andrew J. Majda, Princeton U.; for outstanding work in applied mathematics and numerical analysis by an individual whose research has been carried out in institutions in North America.

Joseph L. Reld, Scripps Institution of Oceanography, U. of California at San

Diego: for an original contribution to the science of occurography. Robert 7. Watson, National Aeronautics and Space Administration: for excellence in scientific reviewing in the

physical sciences.

George C. Willams, State U. of New York at Stony Brook: for meritorious work in zoology or puleontology published in a three-to-five-year period.

#### American Physical Society

At its April meeting, the society will honor 18 scientists for outstanding contributions to their disciplines.

Fernando de Souza Barros, Luis P Rosa, Federal U. of Rio de Janeiro. Brazil: Luis Masperl, Bariloche Atomic Center, Argentina; and Alberto Ridner, Argentine National Atomic Energy Commission: for outstanding achievements in promoting public un-derstanding of the relationship of

nhysics to society.

Henry G. Blosser, Michigan State U..
and Robert E. Pellock, Indiana U.: for
outstanding experimental research in

nuclear physics. Claude Cohen-Tennoudji, College de France, and Alan H. Guth, Massachusetts Institute of Technology: for outstanding contributions to physics.

Raymond Davis, Jr., U. of Penasylvania, and Frederick Reines, U. of California at Irvine: for outstanding achievements in experimental particle phys

Kurt Gottfried, Cornell U.: for outstanding accomplishments in promoting the use of physics for the benefit of society control, and science policy.

James E. Koster, North Carolina Ste U.: for an outstanding doctoral thesis in nuclear physics.

Dean J. Lee, Harvard U., and Stephen Quake, Oxford U.: for outstanding achievements in physics by undergraduate students. Stanley Mandslatam, U. of California at

Berkeley: for outstanding publications in the field of mathematical physics. David H. Whittum, Lawrence Berkeley Laboratory, U. of California; for an outstanding doctoral thesis in particle-

beam physics research.
Rolf Wideroe, European Laboratory for Particle Physics, Geneva: for outstanding achievements to the physics of particle accelerators.

U.: for outstanding contributions to



biguous, which some critics have

taken to be socially progressive.

the painting "an extremely com-

poor working-class women-and

The book also takes issue with

earlier criticism of a series of 50

ize prostitution in an idiosyncrati-

cally fragmented, messy, and dar-

ing shorthand, the series looks cas-

ual and dispassionate, and as a consequence, seems to present a

'true' (because of being straightfor-

ward) account of its subject,"

But in his "fully tonal, sculptur-

al treatment" of the women's but-

tocks, Degas affirms the reigning

19th-century stereotype of lower-

class women's "primitive sexual

appetite and activity," she ar-

This mixture of dispassionate

observation and covert titillation is

part of what makes Impressionism

popular, Ms. Clayson says. She

writes: "The noncommittal ap-

pearance of the art that resulted

from this strategy helps to explain

our culture's long-standing love af-

fair with these canny, masculinist

achievements of the Impressionist

In this week's issue of The New

York Times Book Review, Grace

Glueck, a former arts reporter and

editor for the Times, takes a harsh

view of Ms. Clayson's perspective

on the Impressionists. "Ms. Clay-

son's heavy political agenda." she

batable assumptions."

writes, "leads her into highly de-

Hilton Kramer, editor of The

New Criterion, said in an interview

that feminist interpretation now

unfortunately dominates scholar-

ship on 19th-century art. "Discus-

sion of the aesthetic components of

"Art history is by definition

a conservative discipline.

People want to preserve

art has been totally supplanted by

discussion of the visual arts as an

said. "In the academy, there virtu-

Over-Reaching and Reductive

Some scholars do worry that the

new approaches are over-reaching

and reductive. Jack Flam, profes-

sor of art history at Brooklyn College of the City University of New

York, has a piece in the collection

on "A Bar at the Folies-Bergère"

in which he argues for attention to

the painting's "poetic" qualities.

Too often, he said, scholars treat a

painting only as a document of its

art as something

valuable and

untouchable."

ally is no debate."

avant-garde."

writes Ms. Clayson.

"It was a way to do on the one

plex form of fence sitting."

Affirming Stereotypes

# 'Revisionist' Research on French Impressionist Works Reflects Transformation of the Field of Art History

Continued From Page A9 their own. Ms. Nochlin's 1971 article, "Why Have There Been No Great Women Artists?" became something of a rallying cry for scholars interested in studying women artists, as well as how women were portrayed in paintings and sculptures.

#### A Decisive Role

Since then, feminist art history has come to occupy a decisive role in the field. Part of the effort has been to revive the reputations of women artists like Mary Cassatt and Berthe Morisot, who have recently been the subjects of critical reappraisal and major exhibi-

Ms. Nochlin and other feminists aim to do more than add names to the canon, however. They want to bring to light the practices of critics, historians, art schools, galleries, and museums, which have consistently excluded women from an equal chance at acclaim.

"At its strongest, a feminist art history is a transgressive and antiestablishment practice, meant to call many of the major precepts. of the discipline into question,' Ms. Nochlin wrote in the introduction to Women, Art, and Power and other Essays, a 1988 collec-

In The Politics of Vision: Essays on Nineteenth-Century Art and Society, her most recent collection. Ms. Nochlin considers Degas's anti-Semitism and the side he took in the Dreyfus affair. She also offers a contrary reading of "A Sun-Grande Jatte," Georges Seurat's pointillist masterpiece. In "these machine-turned profiles, these regularized dots," she sees not leisure and freedom, but "the dehumanizing rigidity of modern urban exist-

The influence of poststructural-

#### "Feminist art history is a transgressive and anti-

establishment practice,

meant to call many of the major precepts of the discipline into question."

ism, semiotics, and literary theory has complicated matters in the 1980's and today.

That is reflected in a recent collection of essays, Visual Theory: Painting and Interpretation, edited by Ms. Holly, along with Harvard University's Norman Bryson and cal, intellectual and religious prac-Keith Moxey of Columbia University's Barnard College.

Issues of "spectatorship" and "the gaze" are taken up by Mr. Bryson, who draws on semiotics and film theory to consider how a viewer makes sense of a work of

Mr. Bryson is one of several scholars trained in literature who have begun to study images.

Are paintings of female nudes meant for male eyes only? How, then, does a woman look at such



paintings? Is museum-going a form net painted "A Bar at the Foliesof voyeuristic pleasure? These are Bergère" in 1882. In a book due some of the new questions raised next year from Camden House, 14 as feminism, literary theory, and scholars take different approaches psychoanalysis meet art history. to that one work, in a demonstra-Other scholars want to break

Art," in which scholars analyzed

pulp-magazine photographs, medi-

eval woodcuts, and Parisian shop

Context is everything in the new

art history. But in Visual Theory,

Mr. Bryson suggests that a painting

cannot be read as a simple reflec-

tion of a real history. He writes:

"Original context must be consid-

ered to be a much more global af-

fair, consisting of the complex in-

teraction among all the practices

which make up the sphere of cul-

tices, the legal and political struc-

tures, the structures of class,

sexuality and economic life, in the

A Painting's Ambiguities

given society."

down the divisions between high art and other visual forms, including popular culture and festivals. The art-association meeting included a session called "Not

tion of the variety of new and old scholarship in art history. The painting is a "widely ad-

ty," said Hollis Clayson, an associate professor of art history at Northwestern University. But it is more than that, she ar-

gues in her new book, Painted Love: Prostitution in French Art of the Impressionist Era.

The female barmaid is a member mired icon of modernist uncertain- of what Ms. Clayson calls "the sus-

#### Scholarship

picious professions." In the book, she describes the social history of the period, including the changing legal strictures on prostitution. And she compares visual images with literary accounts by such 19th-century French writers as Charles Bandelaire and Émile Zola.

Impressionist painters such as Manet and Degas were part of a self-conscious avant-garde that aimed to detail everyday life, in-

#### "Discussion of the

aesthetic components of art is supplanted by

discussion of the visual arts as an end product

of social ideology."

cluding the experiences of the working classes. And they broke from their predecessors by creating slice-of-life images that could not be "read" as stories or narra-

Such ambiguity has been hailed by modernist critics, who draw aline from Impressionism to the increasing abstraction of 20th-cents ry art. But Ms. Clayson and other: feminist critics have their doubts.

In Painted Love, she concertrates on the 1860's and 1870's. During that period, single working women were widely considered to be sexually available, if not cover prostitutes. Ms. Clayson contends that images of women in these "suspicious professions"—whether waitresses or salesgirls-contributed to the stereotype, even as the paintings themselves seem to: accord respectability to the women pictured.

#### 'Complex Fence Sitting'

In "Café-Concert," Manet por trays a brasserie waitress disconnected from the bustle of her su roundings. She sips a beer, oblivious to the top-hatted aristocra who dominates the scene.

Popular images of waitresses in plied that the women were selling

themselves as they sold beer and time and place and ignore the ways in which it differs from popular food. Manet's images are more amillustration and other realist forms. Mount Holyoke's Mr. Herbert

But Ms. Clayson disagrees, calling sees a new formalism creeping into the current interest in semiotics and deconstruction. "Too often it leads to nearly exclusive attention hand what everyone else was do- to style, at the expense of history, ing-to obsess over and sexualize to ideas that have more to do with 20th-century criticism than with vet also to stay detached from French paintings of the previous those clichés," she said in an intercentury," he wrote in his 1988 book.

> Is the new wave of scholarship anti-art?

Ms. Nochlin of Yale doesn't think so. She asks a different quesroughly drawn prints of brothel intion: "Do you love art down on teriors, done by Degas in the your knees uncritically, or do you 1870's. "Because the prints visuallove it as you love a dear friend or relative?"

19th Century Is Lively Topic for the New Art Criticism

lively topic for art historians street entertainers much like the who relate politics, gender, and psychoanalytic theory to painting and sculpture. Schol-

■ Nancy Locke, a graduate student at Harvard University. In a paper at this year's meeting of the College Art Association. she described how Edouard Manet's oedipal tangle with his father informs "The Street

ars with work in progress in-

The 19th century remains a involving the regulation of cussing Claude Monet and the

woman in the painting. ■ Eunice Lipton, an independent scholar. She has fin- ate Center of the City Universiished a book about Victorine Meurent, the model for "The Street Singer" and other notable Manet works. Ms. Lipton compares Meurent's thwarted artistic career to her own aspira-

tions to become a writer. ■ Steven Z. Levine, a professor of the history of art at Bryn Singer," an 1862 painting. As a Mawr College. In a forthcoming judge, Ms. Locke says, Manet's book, Mr. Levin takes a psyfather probably ruled on cases choanalytic approach in dis-

concept of narcissism.

Patricia Mainardi, professor of art history at the Graduty of New York. Her book about the end of the French saion system will be out later this year. She is at work on a study of marriage law and adultery in French society and culture.

 Abigail Solomon-Godeau. assistant professor of art history at the University of California at Santa Barbara. She is studying sexuality, femininity, and photography in France.

# Performance Class By Itself

If you're looking for a way to make the most of your retirement savings and that of your plan participants, consider performance.

A lot of providers of 403(b)(7) retirement plan services claim it. But few can prove it. Fidelity's assets have grown from \$14.9 billion in 1981 to more than \$150 billion\* today.

But performance should extend into other areas as well. It's just as important to find a turnkey solution that gets high marks from you and your employees. That's why we place such emphasis on participant recordkeeping and employee communications support, as well as choice and flexibility.

To find out more about Fidelity's first class performance and how it can help you, contact our Retirement Services Group at 1-800-343-0860.



A division of Fidelity Investments Institutional Services Company, Inc.

\*As of January 31, 1992, For more complete information about Fidelity mutual funds, including fees and expenses, call for free prospectures. Read them carefully before you invest or send money.

# Leading Examples of the New Approaches to Art History

Work and Reputation of Edger Dege, by Carol Ametrong (Uni-versity of Chicago Press (1981)

MPRESSIONISM

Followers, by T. J. Clark (Alfred A. Knopf, 1985)

The Politics of Vision; Essays on

(Routledge, 1988)

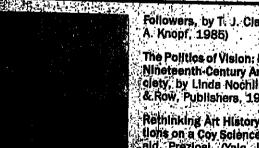
A Painting's Ambiguities

A woman stands behind a bar, her thoughts elsewhere, her gaze introspective. Reflected in the mirror behind her are a clutch of well-dressed Parisians celebrating an evening on the town.

The ambiguities of the painting have challenged viewers since Ma-

The following books are frequently ofted as leading exemples of the new approaches to research in art history, as

impyessionism: Art, Leisure And Parisian Scolety, by Robert Leiterbert Lyale University

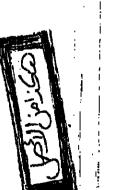


Nineteenth-Century Art and Soclety, by Linda Nochlin (Harper & Row, Publishers, 1989) Rethinking Art History: Medita-

tions on a Coy Science, by Don 🔏 🕃 ald Prezioal (Yale University

Vision and Difference: Feminin ity, Feminism, and the Histories of Art, by Griselds Pollock

Visual Theory: Painting and in-





# **NEW FROM JOSSEY-BASS**

William H. Bergquist

The **FOUR CULTURES** u of the v **ACADEMY** 



#### William H. Bergquist THE FOUR **CULTURES OF** THE ACADEMY

**INSIGHTS AND** STRATEGIES FOR IMPROVING LEADERSHIP IN COLLEGIATE ORGANIZATIONS

Every organization has its own distinct culture, and there is a growing recogniuon of the importance of an understanding of organizational culture as a tool for institutional effectiveness. But academic managers and leaders will fail in their cfforts unless they recognize that there are four distinct cultures coexisting in the

In this book, William H. Bergquist presents a comprehensive analysis of the four distinct cultures in higher education to show how the image, traditions, and character of institutions are shaped by the interactions of the four cultures. He details how they interrelate and influence the individuals who work and live within the institution. And he shows how an understanding of the four cultures can improve leadership, communication, interpersonal relations, and decision making in an academic organization

April \$27,95

ORDER FROM THE ADDRESS OR TELEPHONE NUMBER BELOW

# **JOSSEY-BASS PUBLISHERS**

350 SANSOME STREET SAN FRANCISCO, CA 94104 415, 433, 1767 FAX 415, 433,0499

#### NEW SCHOLARLY BOOKS

Compiled by NINA C. AYOUB The following list has been compiled from information provided by the publishers. Prices and numbers of pages are sometimes approximate. Some publishers offer discounts to scholars and to people who order in bulk.

#### ANTHROPOLOGY

Caribbean New York: Black immigrants and the Politics of Race, by Philip Kasinitz (Cornell University Press: 304 pages; \$39.95 hardcover, \$13.95 paperhack). Shows how forces of racial solidarity and ethnic distinctiveness have shaped the identity of New York's West Indian (Immigrants). Indian immigrants. Com is Our Blood: Culture and Ethnic iden-

tity in a Contemporary Arteo Indian Village, by Alan R. Sandstrom (University of Oklahoma Press; 420 pages; \$39.95 hardcover, \$19.95 paperback). An ethno-

### AUSTRALIAN CAMPUS

#### **Review Weekly**

Australia, New Zealand, SE Asia and th South Pacific now have a dedicated Higher Education weekly tabloid-AUSTRALIAN CAMPUS REVIEW WEEKLY

With Journalists and contributor throughout the region, Australian Campus Review Weekly provides in-depth coverage, news, debate and

Subscribe now for Just A \$72.00, Dius postage. For Information and subscriptions:

Telephone 61 2 360 1658 Fax 61 2 360 4932 10 Elizabeth Street Paddingtor Sydney RSW 2021 AUSTRALIA

# graphic study of a Nahua Indian village in northern Veracruz, Mexico.

The Judean Desert Monasteries in the Byz-antine Period, by Yizhar Hirschfeld (Yale University Press; 336 pages; \$45). Combines archaeology and social history in a study of Christian monasteries estab ished in the Judean desert in fourth-cen-

#### ART AND ARCHITECTURE

Chinese Earth-Sheltered Dwellings: Indig-enous Lessons for Modern Urban De-algn, by Oldeon S. Golany (University of Hawaii Press; 200 pages; \$44). A study of yaodong, below-ground dwellings that to-day house some 40 million Chinese; pro-poses a method of integrating earth-sheltered space into modern urban design.

Popular Sikh Art, by W. H. McLeod (Oxford University Press; 160 pages; \$24.95). Focuses on posters in a study of the role and nature of "bazaar art" in present-day Sikh society in India; also examines the overall history of Punjabi art.

#### CLASSICAL STUDIES

A Commentary on Homer's "Odyssey," Vol-ume Ill: Books XVII-XXIV, edited by Jo-seph A. Russo, Manuel Fernandez-Galfano, and Alfred Heubeck (Oxford University Press; 462 pages; \$110). The volume of a commentary on the

Lucan: Civil Wer, translated by Susan H.
Braund (Oxford University Press; 348
pages; \$95). Critical translation of the
first-century Roman writer's poem on the civil war between Cacser and Pompey. Sons of the Gods, Children of Earth; Idealogy and Literary Form in Ancient Greece, by Poter W. Rose (Cornell University Press; 432 pages; \$45 hardcover, \$14.95 paperback). Considers instances in ancient literary and philosophical texts in which which an "ideology of inherited excel-lence" is described and challenged; de-velops a Marxist hermeneutical approach based on the work of Fredric Jameson and the Frankfurt School theorists.

The Economics of Cost, Use, and Value: The Evaluation of Performance, Struc-

#### Addresses of Publishers

Beacon Press, 25 Beacon Street, Boston 02108 Comell U. Press, 124 Roberts Place, Ithaca, N.Y. 14851 Peter Lang Publishing, 62 West 45th Street, New York 10036
McGill-Queen's U. Press, 3430 McTavish Street, Montreal H3A 1x9 Oxford U. Press, 200 Madison Avenue, New York 10016 Charles Soribner's Sons, 866 Third Avenue, New York 10022 State U. of New York Press, State University Plaza, Albany, N.Y. 12248 Temple U. Press, Broad and Oxford Streets, Philadelphia 19122 U. of Chicago Press, 5801 South Ellis Avenue, Chicago 60637 U. of Hawaii Press, 2840 Kolowalu Street, Honolulu 96822 U. of Massachusetts Press, Box 429, Amherst, Mass. 01004 U. of Missouri Press, 2910 LeMone Boulevard, Columbia, Mo. 85201

U. of Tennessee Press, Knoxville, Tenn. 37996 U. of Toronto Press, 10 St. Mary Street, Suite 700, Toronto M4Y 2W8 U. Press of Florida, 15 N.W. 15th Street, Gainesville, Fia. 32611 Yale U. Press, 92A Yale Station, New Haven, Conn. 06520

HISTORY

Arctic Journeys: A History of Exploration for the Northwest Passage, by Miller Graf (Peter Lang Publishing; 377 pages; \$56.95). Discusses Norse, Irish, Iberian, German, Danish, British, French, and

tivism, 1828-1860, by Shirley J. Ye

(University of Tennessee Press; 216 pages; \$34.95 hardcover, \$17.95 pages

buck). Focuses on black female abolition

ists' activities in the Northeast and Mid-west, with some discussion of California

and Canada; describes their experience

of sexism in the antislavery movement

and racism in the feminist movement. Class and Polities in Milan, 1881-1901,

by Louise A. Tilly (Oxford University Press; 368 pages; \$49.95). Examines class

identity and trade-union activism and Milanese workers during the period.

"Good-bye, Great Britain": The 1976 IN

Crisis, by Kathleen Burk and Alec Caim-

cross (Yale University Press; 256 pages; \$30). Discusses the economic crisis that forced James Callaghan's Lubor government to turn for help to the International Monetary Fund, and describes Labor's efforts to avoid the domestic-policy changes that were conditions of the loan.

Herbert Samuel: A Political Life, by Bernard Wasserstein (Oxford University

U. of Oklahoma Press, 1005 Asp Avenue, Norman, Okla. 73019

# ture, and Prices Across Time, Space, and Economic System, by Francis Seton (Ox-ford University Press; 224 pages; 552). Proposes a new framework for the inte-

grated analysis of prices and values, The Political Economy of Poverty, Equity, and Growth: Egypt and Turkey, by Bent Hansen (Oxford University Press; 540 pages; \$39.95). A comparative study of

#### FOLKLORE

For Enquiring Minds: A Cultural Study of Supermarket Tabloids, by S. Elizabeth Bird (University of Tennessee Press; 248 pages; \$32,95 hardcover, \$14.95 paper-back). Considers such topics as tabloids' links with traditional oral narrative; recurrent themes and formulas in tabloid writing; and differences between men's and women's experiences as readers.

Ninateenth-Century Cape Breton: A Historical Geography, by Stephen J. Horasby (McGill-Queen's University Press, distributed by University of Toronto Press; 274 pages; \$44.95 U.S.). Traces the impact of Scottish immigration on the Canadian island's settlement and agricultural development, and the role of mercantile and industrial capital in the growth of its cod-fishing und coalmining industries.

#### broadcaster who lived from 1870 to 1963. Viedlovai Worlds: Barbariens, Heretics and Artists in the Middle Ages, by Arnu Borst, translated by Eric Hansen (Uni-

Press; 466 pages; \$79). A biography of

Borst, translated by Eric Hansen (University of Chicago Press; 274 pages; 539.95). Focuses on issues of language, power, and cultural change in a study of knights, witches, heretics, monks, kings, female poets, and rebellious university references in mediated society. professors in medieval society

Missmas and Disease: Public Health and the Environment in the Pre-industrial Age, by Carlo M. Cipolla, translated by Elizabeth Potter (Yule University Press; 144 pages; \$20). Uses papers of the Florence Health Magistracy to reconstruc ecological and medical conditions in the Florentine countryside in the first three decades of the 17th century.

uccades of the 17th century.

On Our Own Ground: The Complete Writings of William Apeas, A Pequot, edited by Barry O'Connell (University of Massachusetts Press; 344 pages; \$50 hard-cover, \$16.95 paperback). Edition of writings by a Massachusetts-born man of the control of the Pequot Indian and white parentage who fought for the United States in the War of 1812, became a Methodist minister is 1829, and championed the rights of Mash pec Indians on Cupe Cod in the 1830's

Politics and Military Morate: Current Affairs and Citizenship Education in the British Army, 1914-1950, by S. P. Mac-Kenzie (Oxford University Press; 264 pages; \$60). Examines citizenship and current-affairs education programs in the British army, with related discussion of the role of rank-and-file soldiers in the Labor Party's victory in the 1945 general

Raising Up a Prophet: The African-American Endounter with Gandhi, by Sudarshan Kapur (Beacon Press; 222 pages; 528 hardcover, \$14 paperback). Topics include contacts between Mohanda include contacts between Mohandus Gandhi and such black American leaders as W. E. B. Du Bois, Howard Thurman, and Martin Luther King, Jr.'s mentor,

Soldiers of Christ: Presching in Late Medi-eval and Reformation France, by Larissa J. Taylor (Oxford University Press; 368 pages; \$55). Explores the period's religious values and practices through an analysis of more than 1,600 sermons giv-en by leading French preachers from 1460

to 1560.

Such Hardworking People: Italian Immigrants in Poetwar Toronto, by Franca lacovetta (McGill-Queen's University Press, distributed by University of Toronto Control of the Contro ronto Press; 278 pages; \$29.95 U.S.). Examines the experiences of southern Italian immigrants who arrived in Toronto during the years 1945 to 1965.
Traders and Gentlefolk: The Livingstons of New York, 1678-1790, by Cynthia A.

Kierner (Cornell University Press; 312 pages; \$39.95). Traces four generations in history of a New York family of Scottish origin whose members were prom nent in the economic, political, and social life of the colonial and post-colonial era. True Government by Gholes Men? Inapec-tion, Education, and State Formation in Canada West, by Bruce Curtis (University of Toronto Press; 252 pages; \$60 U.S. hardcover, \$19.95 U.S. paperback). Discusses political changes resulting from the union of Upper and Lower Canada in 1841; focuses on the activities of educa inspectors who were sent by the cen tral government to report on conditions in the province of Canada West.

# Land 17 10 600 使成火 皮肤肥

John Marchall Harian: Great Dissenter of the Warren Court, by Tinsley E. Yar-brough (Oxford University Press; 432 pages; \$29.95). A biography of the U.S. Supreme Court Justice who lived from 1899 to 1971; explores the significance and substance of his conservative dissents on such major cases as Miranda v. Arizona and New York Times v. United States (the "Pentagon Papers" case).

## LINOVISTICS

econstructing Morphology: Word Forma-tion in Syntactic Theory, by Rochelle Lieber (University of Chicago Press; 238 pages; \$57.50 hardcover, \$24.95 paper-back). Challenges the existence of a mor-phological level of language, and argues that the rules and vocabulary that have been assigned to guch a level actually be-long to the levels of syntax and phonolo-sy; draws on Noam Chomsky's "Govern-ment-Binding" theory of syntax, recent research in phonology, and data from Dutch, English, Prench, Tagalog, and other languages.

#### **《加州市**》

Bunting: The Shaping of His Verse, by Peter Makin (Oxford University Press; 404 pages; \$92). Traces the life and work of pages; 392). Traces the life and work of the 20th-century British poet Basil Bunt-ing; focuses on the depiction of Northum-brian legend in his 1966 work Brizeflatts. Carlo Michelstaedter and the Failure of Language, by Daniela Bini (University Press of Florida; 308 pages; 339.95). Ex-plores the work and brief, troubled life of Michelstaedter, an Italian writer and art-

ist who committed suicide in 1910 at age 23; argues that his analysis of language made him a forerunner of such contemporary theorists as Georges Balaille, Mau-rice Blanchot, and Jacques Derrida. Colotto and the Fantom Subject of Autobi-

ography, by Jerry Aline Flieger (Cornell University Press; 240 pages; \$34.50 hardcover, \$11.95 paperback). Draws or Freudian theory in a study of fictional aspects of the French writer's autobio-graphical works.

Playing Cowboys: Low Culture and High Art in the Western, by Robert Murray Davis (University of Oklahoma Press: 168 pages; \$19.95). Examines the representa tion of the Western hero as developed in Owen Wister's The Virginian (1902) and later in novels and films of the post-World War II era. he Promethean Politics of Milton, Blake,

and Shelley, by Linda M. Lewis (University of Missouri Press; 240 pages; \$34.95). Explores Promethean figures and imagery in works by the three English male poets, with additional discussion of the myth in works by such female writers as Mary Shelley, Charlotte and Emily Brontë, and Elizabeth Barrett Browning.
The Rhetoric of Politics in the English Rev-

olution, 1642-1660, by Elizabeth Sker-pan (University of Missouri Press; 280

pages; \$42.50). Focuses on John Milton, John Foxe, and James Harrington in a study of the relationship between discourse and ideology as revealed in peliions, speeches, and pamphiets from three stages of the English Revo the civil war, the regicide, and the debate

over the restoration of the monarchy.

Sending My Heart Back Across the Years:
Tradition and innovation in Native American Autobiography, by Hertha D. Wong
(Oxford University Press; 256 pages;
\$351, Traces the history of American indian autobiography from pre-contact oral and pictographic forms through contem-

falants and Technicians: Literary Chile and the New Assembly-Line Flotion, by John W. Aldridge (Charles Scribner's Sons: 162 pages; \$18). Considers the work and critical reputations of such writers as Donald Barthelme, Anne Beattie, T. Coraghessan Boyle, Louise Erdrich, Jay McInerny, and Bubbie Anne Muson. Yalking Back: Toward a Latin American

Feminiat Literary Criticiam, by Debra A. Castillo (Cornell University Press; 336 pages; \$42.50 hardcover, \$14.95 paperback). A study of literary and theoretical texts by female writers from Argentina. Brazil, Cuba, Mexico, Puerto Rico, and

West of Everything: The Inner Life of Westerns, by June Tompkins (Oxford Univer-sity Press: 264 pages; \$21,95). Analyzes novels and movies in the Western genre argues that Westerns originated as a reaction against the female-dominated popu-

tion against the female-dominated popular fiction of the mid-19th century.

Writing in Limbor Moderniam and Carlabean Literature, by Simon Cifkandi (Cornell University Press; 256 pages; 536.95).

Draws on deconstructionist theory in a study of how such Caribbean writers as George Lamming, Paule Marshall, and Samuel Selvon have simulaneously appropriated and subverted European notions of modernism and modernity. tions of mudernism and modernity.

Relative Category Theory and Gaometric Morphisms: A Logical Approach, by Johnsthan Chapman and Frederick Row-bottom (Oxford University Press; 224 pages; \$75). A work of interest to logicians, set and category theorists, and

Aural Images of Lost Traditions: Sharps and Flots in the Sixteenth Century, by Robert Toft (University of Toronto

Press; 199 pages; \$60 U.S.). Proposes a way of determining pitch in lath-century vocal music in which sharps and flats were rarely notated; discusses works by Alexander Agricula, Josquin Desprez, and Clemens non Papa.

Grican Philosophy: Traditional Yoruba African Philosophy: Traditional Yoruba Philosophy and Contemporary African Realities, by Segun Chadegesin (Peter Lang Publishing; 298 pages; \$27.95). Focuses on Nigeria's Yoruba peuple in a study of African concepts of person, individuality, community, morality, causality, and religiosity; also examines economic published and social abunitary in ity, and religiosity; also examines eco-nomic, political, and social conditions in Africa from a philosophical perspective. The Machiavellian Cosmos, by Anthony I. Parel (Yale University Press; 216 pages; \$30). Shows how the Renaissance Italian political philosopher's belief in astrology and bodily humors shaped his concepts of politics, history, religion, and ethics. Myatle Union: An Essay in the Phenome-nology of Mysticlam, by Nelson Pike (Coinell University Press; 232 pages; \$29.95). Analyzes the experience of mys-tic union with God in described in writ-

tic union with God as described in writ-ings by such Christian mystics as Teresa Continued on Following Page



# Real flexibility in TDAs. One on one.

How can you give your employees the investment options they need in tax-deferred annuities?

Let VALIC show you one-on-one what our Independence Plus program offers.

#### Flexibility.

The Independence Plus portfolio has nine mutual fund investment options and two highly competitive fixed rate options, with a toll-free number that allows you to switch among funds with just a phone call. It even offers provisions for tax-free loans.

Strength and stability. VALIC has specialized in qualified retirement plans and tax-deferred annuities for more than 35 years.

Over \$14 billion in assets rank VALIC in the top 2% of America's life insurance companies. We carry the highest rating from both A.M. Best · A+ (Superior) and Duff & Phelps - AAA. We have also been assigned insurance ratings of AA+ (Excellent) from Standard & Poor's and Aa2 (Excellent) from Moody's Investors Service.

#### Personal service.

Our representatives can certify the maximum annual contribution amounts for every employee, perform paycheck comparisons and retirement needs analyses, as well as cash value projections. So to talk one-on-one with a

VALIC representative, just call for an appointment and an employer fact kit at 1-800-22-VALIC.



\* An American General Company



# Falmer Press • The International Education Publisher New from the Falmer Press Teachers' Library Series...

KEY CONCEPTS FOR UNDERSTANDING CURRICULUM Colln J. Morsh, Secondary Education Authority, Western Australia

"It is teachers who in the end will change the world of school by understanding it."—Series Editor's Preface In answer to considerable demand from teachers and students alike, the

author has produced an invaluable guide to more than thirty major concepts in curriculum. Through its concise and systematic presentation of material, this book offers a clear and sure foundation for the understanding of curriculum and is intended for those involved in curriculum matters for the first time, 1991 • 284 pages • Scries 5

Hardcover 0-75070-008-4 \$71.00 · Softcover 0-75070-009-2 \$27.00

# Important Books in Curriculum Studies...

SCHOOL KNOWLEDGE FOR THE MASSES: **World Models and National Primary** Curricular Categories in the Twentieth Century

John W. Meyer, Stanford University, David Kamens, Northern Illinois University,

This unique book presents quantitative data on curricular categories around the world and over time. A distinctive theory of modern educational systems is discussed that explains why there is so much worldwide standardization. These curricular outlines tend to be rather similar across very disparate sorts of countries, and the authors suggest world processes that have produced this result.

April 1992 • 212 pages Hardcover 1-85000-948-1 \$77.00 • Softcover 1-85000-949-X \$26.00

#### BIOGRAPHY, IDENTITY AND SCHOOLING: **Episodes in Educational Research**

**TEACHERS AS RESEARCHERS:** 

Qualitative inquiry as a Path to Empowerment

Edited by Joe L. Kincheloe, Clemson University, South Carolina

attempts to engage teachers with some ideas that may be helpful in their struggle

about education. It attempts to engage teachers in the debate about educational

research and commits itself to a vision of teachers as self-directed, critical

1991 • 210 pages • Series 3

Hardcover 1-85000-853-1 \$47.00 • Softcover 1-85000-854-X \$22.00

to control their own professional destinies."-Preface

"Without romanticizing, patronizing, or denigrating them, [Kinchelos]

This book views the teacher as both consumer and producer of knowledge

Ivar F. Gaodson, University of Western Ontario, Canada, and Rob Walker, Deakin University, Australia

I his area of study was selected so that the authors would not concentra on an individual act of 'history making' but would ground their work into broad social contexts and structures."-CHOICE

This book is a restatement of the central role that people play in the educational process and in educational systems. The authors relate their work on curriculum reform to the succession of changes in the sociology of education, using it as a starting point for setting new directions.

1990 • 232 pages Softcover 1-85000-802-7 \$25.00

Visit us at AERA in San Francisco, April 21-23: Booth #604,606,608

To order call TOLL FREE 1-800-821-8312 (9:00 a.m. to 5:00 p.m. EST) Or write: Falmer Press, c/o Taylor & Francis, 1900 Frost Road, Suite 101, Bristol, PA 19007-1598

# **NEW SCHOLARLY BOOKS**

Continued From Preceding Page
of Avila, John of the Cross, Bernard of
Clairvaux, and Angela of Foligao.
The Nature of All Baing: A Study of Wittgenatein's Medal Atomiam, by Raymond
Bradley (Oxford University Press; 272
pages; \$39.95). Argues that Wittgenstein's Tractatus offers a view of the
world in which possibilities are given an
important ontological status, that ontoloimportant ontological status, that ontology is central to the Austrian theorist's philosophical enterprise, and that there are deep differences between his concept of atomism and that of his teacher and

colleague Bertrand Russell.

Political Philosophy 2: The System of the Philosophies of History, by Luc Ferry, translated by Franklin Philip (University of Chicago Parameter). translated by Franklin Philip (University of Chicago Press; 200 pages; \$26,95). Focuses on various philosophies of history descended from German Idealism.

Will and World; A Study in Motaphysics, by N. M. L. Nathan (Oxford University Press; 192 pages; \$49,95). Discusses interrelated conflicts concerning the freedom and the reality of the will.

#### POLITICAL SCIENCE

Flying Blind: The Politics of the U.S. Stra-tegio Bomber Program, by Michael E. Brown (Cornell University Press: 376 pages; \$47.50). Considers political and

pages; \$47.50). Considers political and bureaucratic forces that have shaped the development of 15 postwar strategic bombers from the B-35 to the B-2. Gramaci's Domocratic Theory: Contributions to a Post-Liberal Democracy, by Sue Golding (University of Toronto Press; 221 pages; \$45 U.S. hardcover, \$17.95 U.S. paperback). Discusses the theory of a pluralistic, post-liberal democracy outlined in the work of the Italian socialist theorist Antonio Gramaci (1891-1937).

The Poverty of American Politics: A Theo-retical interpretation, by H. Mark Roc-lofs (Temple University Press; 271 pages; \$44.95 hardcover, \$22.95 paperback). At-

sea. 35 narocover, \$22.95 paperback). Attributes current problems in American polities to fundamental flaws in the design of the country's founding principles. Urban Political Economy: Broward County, Floride, by Ronald K. Vogel (University Press of Florida; 176 pages; \$24.95). Presents a case study of leadership and the dynamics of business-government relations in one rapidly growing sunbelt community.

The Workers' Perty and Demogratization in Brazil, by Margaret B. Keck (Yalo Uni-versity Press; 384 pages; \$35). Examines versity Press; 384 pages; \$30). Examines the origina, achievements, and internal structure of the Workers' Party, its relations with the labor, forminist, and environmentalist movements, and differences between it and other parties created during Brazil'a transition from military to democratic rule.

#### PRYCHOLOGY

Women and Gentler: A Feminist Psychology, by Rhods Unser and Mary Crawford (Temple University Press: 706 pages; \$39.95). Topics include the ways in which psychologists have "constructed" differences between men and women.

RELIGION The Books of Contemplation: Medieval Jawish Mystical Sources, by Mark Verman (State University of New York Press; 270 pages; \$49.50 hardcover, \$16.95 paperback). Discusses Hebrew treatises by medieval Jewish theologians whose perspectives differed greatly from mainstream cabalistic thinkers; argues that the writings are a product of Spain, rather than France as claimed by the scholar Gershom Scholem.

Mark and Luke in Postatructuralist Perspectives; Jesus Begins to Write, by Stephen D. Moore (Yale University Press; 192 pages; \$25). Draws on the theories of Jacques Derrida, Michel Foucault, and Jacques Lacan in a deconstructionist study of the two Gospels.

The Prayer Taxts of Luke-Acts, by Steven P. Plymale (Peter Lang Publishing; 134 pages; \$35.95). Analyzes II explicit prayer-related sections of the Gospel of Luke, and the Book of Acts.

The Tax of lelams A Sourcebook en Gender Relationships in Jelamito Thought, by Sachiko Murata (State University of New York Press; 397 pages; \$39,50 hardcover, \$19.95 pages; \$39.50 hardcover, \$39.95 pages; \$39.50 hardcover, \$30.95 pages; \$39.50 pages; \$39.50

Sachiko Murata (State University of Now York Press; 397 pages; \$59,50 hardcover, \$19.95 paperhack). Draws links between Mustim teachings and the Chinese concept of yin/yang in a study of gender symbolism in Islamic works on the nature of relationships between God and the world, humans and the world, and humans and look includes much previously uniranslated material.

mans and God; includes much previously untranslated material.

Uithmate Hope Without God; The Athelstic Eschatelegy of Ernat Bloch, by Thomas West (Peter Lang Publishins; 368 pages; 356,95). Discusses the 20th-century German Marcial abilianches's views a reli

**WHITOHOO** ineterical Questions: Studies of Public

Discourse, by Fdwin Black (University of Chicago Press: 210 pages; \$24,95). Includes original and previously published enemys on the ideological elements in literary texts and the use of literary devices in political advocacy.

#### SOCIOLOGY

Alternative Medicine in Britain, edited by Mike Saks (Oxford University Press; 288 pages; \$65). Includes original es-

Everyday Justice: Responsibility and the

Individual in Japan and the United States, by V. Lee Hamilton and Joseph Sanders (Yale University Press; 304 pages; \$35). Compares average American pages; 35). Compares average American and Japanese citizens' views on wrong-doing, responsibility, and punishment; based on surveys conducted in Detroit and in Kanazawa and Yokohama, Japan. Gay Culture in America: Essays from the Field, edited by Cilibert Herdt (Reacon Field, edited by Press; 255 pages; \$27,50). Includes origi-

Press: 255 pages: \$27,50). Includes original essays on gay culture across different ethnic, age, and regional groups.

Post-Military Society: Militarism, Demilitarization, and War at the End of the Twentieth Century, by Martin Shaw (Temple University Press: 229 pages; \$44,95 hardcover, \$19,95 paperback). Explores a trend toward demilitarization in advanced industrial countries.

#### FELLOWSHIPS. PRIZES

# THE ABE FELLOWSHIP PROGRAM

The Social Science Research Council (SSRC), the American Council of Learned Societies (ACLS), and the Japan Foundation Center for Global Partnership (CGP) are now accepting applications for the 1992-1993 Abe Fellowship Program. The Program's aim is to encourage international multidisciplinary research on topics of pressing global concern in order to foster development of a new generation of researchers interested in longrange policy-relevant topics. The Abe Fellowship Program seeks especially to encourage a new level of intellectual cooperation between Japanese and American research communities in order to build an international network of scholars committed to and trained for advancing global understanding and

■ Abe Fellowships are designed to provide support for Japanese and American research professionals with a doctorate or with an equivalent level of professional training as well as third country nationals affiliated with an American or Japanese Institution. Applicants should be interested in conducting research in the social sciences and the humanities relevant to any one or combination of the following themes: global issues, problems common to advanced industrial societies, and issues that relate to improving U.S.-Japan relations.

Abe Fellows will be eligible for up to 12 months of full-time support although fellowship tenure need not be continuous. Terms of the fellowship are flexible, and are aimed at meeting the differing needs of Japanese and American researchers at different stages in their careers.

Fellows will be expected to affiliate with an American or Japanese institution appropriate to their research aim, and the Fellowship will typically be used for extended residence in the country of study and research.

Application forms may be obtained from the Social Science Research Council and must be accompanied by a ten page statement of the proposed research activity. The deadline for submission of applications is September 15, 1992. The awards will be announced by the end of November for the 1993-94 year. For further information about eligibility or to request an application contact:

> The Abe Fellowship Program
> The Social Science Research Council
> 605 Third Avanue, New York, NY 10158 Tel: (212) 661-0280 Fax: (212) 370-7896

# **FACULTY SCHOLARS' AWARDS**

Each year the William T. Grant Foundation makes awards to up to five investigators whose research contributes to understanding the development and well-being of children, adolescents and youth. Awards are for five (5) years, totaling \$175,000 including

The goal of the Faculty Scholars' Program is to promote children's development to healthy and productive adulthood by orting investigators in a variety of fields on topics such as problem behaviors in school-age children. Applicants should be junior or pre-tenure, but established investigators (with a record of publication), in tenure-track positions. Award recipients will be called William T. Grant Faculty Scholars.

Applicant institutions and individuals should obtain the brochure outlining the application procedure from:

Faculty Scholars Program William T. Grant Foundation 515 Madison Avenue New York, New York 10022-5403

Deadline for applications for 1993 awards is July 1, 1992.

# **PRIZES**

#### Grants for Research on the The Aspen (Institute Nonprofit Sector

The Nonprofit Sector Research Fund seeks to expand understanding of nonprofit activities, including philanthropy and its underlying values, by supporting high quality, basic, and applied research undertaken by scholars and prac-

Eligibility

Grants will be awarded to individuals and institutions. In addition to supporting scholars who are already working in this field, the Fund encourages applications from scholars new to the field, practitioners, scholars from disciplines not well represented to date (psychology, political science, and anthropology, for example), doctoral candidates,

Application

Guidelines, including the principal areas of interest to the Fund, are available from The Aspen Institute at the address shown below.

Dates

Awards will typically be in three categories:

1. Grants to individuals not to exceed \$20,000 to support doctoral dissertation research work.

2. Grants of up to \$50,000 to support research by any eligible applicant. 3. Grants in more substantial amounts, not nor-

mally to exceed \$100,000, to support larger scale

Grants in the third category are likely to be limited in number. Grants will be awarded, following appropriate proposal review, by the Nonprofit Sector

Proposals must be postmarked by May 1, 1992 for awards on September 15 and July 1, 1992 for awards on December 15. Please send proposals to:

> Elizabeth T. Boris, Director Nonprofit Sector Research Fund The Aspen Institute 1333 New Hampshire Avenue, NW Washington, DC 20036 202-736-5800

Nominations Invited for

# SPARK M. MATSUNAGA MEDAL OF PEACE



#### Deadline: April 30, 1992

The United States Institute of Peace is seeking nominations for the first annual Spark M. Matsunaga Medal of Peace The Institute will award the medal to individuals or organizations who have contributed in extraordinary ways to peace among the nations and peoples of the world, giving special attention to contributions that advance society's knowledge of peacemaking and conflict management. Nominces may be citizens or organizations from the United States or another country.

The medal, the first of its kind authorized by United States law, honors the late U. S. Senator Spark M. Matsunaga of Hawaii, a longtime proponent of peace education. In addition to the bronze medal designed by the U.S. Mint, laureates will receive a \$25,000 cash award.

The United States Institute of Peace is an independent federal institution created and funded by Congress to promote research, education, and training in the fields of international peace and conflict resolution.

To obtain nomination forms for the Spark M. Matsunaga Medal of Peace, contact the



UNITED STATES INSTITUTE OF PEACE 1550 M Street, N. W., Suite 700 Washington, D. C. 20005 elephone: (202) 457-1700 Fax: (202) 429-6063

Nominations must be received by the Institute by April 30, 1992.

# 7 More

A controversy has been brewing at the University of Arizona over a phony "sexualharassment consent form" that was posted in the physicsdepartment office.

The leaflet invited people to fill in

their names and check off the kinds of sexual harassment they would consent to, listing such options as "eye-to-bust contact," "heavy breathing on neck," and "feelies."

The university's administration took a dim view of what some observers say was an attempt at humor. Edgar J. McCullough, dean of the science faculty, recommended that each of the 16 departments he oversees hold voluntary sexual-harassmentawareness workshops for faculty and staff members. In a written statement, he said sanctioning such "humor" could create a negative Peter Carruthers, head of the

physics department, says the leaflet was posted without his knowledge by a female secretary in the department's office and was intended as a joke. He says the administration's reaction shows the degree of "political correctness" on the campus. On certain issues, he says, "The administration is not prepared to have a diversity of ideas." Members of his department don't need to attend any workshops, he adds.

Mr. McCullough says several other departments are participating in the workshops.

Some universities may be trying to make teaching a higher priority, but an article that gives young economists career advice makes no bones about what is most important for tenure.

"A major reason for denying tenure at most schools is lack of publications resulting from the researcher's slow start," states the article, called "The Young Economist's Guide to Professiona Etiquette." Written by Daniel S. Hamermesh, an economics professor at Michigan State University, it was published in the Winter 1992 issue of the Journal of Economic Perspectives.

The article notes that graduate courses give students little guidance on publishing their scholarly work. It offers tips on how to start research projects, how (politely) to ask senior people to review one's work, and how to deal with journal editors and the editing process. Among its recommendations: Junior professors should send at least one manuscript from their thesis to a journal before they finish their first year on the job. In oral presentations, they should explicitly convey their paper's main contribution. They should learn to interpret editors' requests for revisions to determine whether they have a realistic chance of having an article published, or whether they should submit it elsewhere. And they should contribute to the scholarly process by attending seminars and serving as referees.

# **Personal & Professional**

Bok: To Avoid Bashing, Colleges Must Take a Leadership Role on National Problems Harvard's president emeritus prescribes ways for institutions to regain public confidence

By CAROLYN J. MOONEY

The president emeritus of Harvard University says colleges and universities could start to regain public confidence by working to improve the nation's public-school and medical-care systems, responding to the changing needs of business, and taking a leadership role on other pressing national

In remarks prepared for the annual conference of the American Association for Higher Education this week, Derek Bok suggested that the nation's higher-education institutions were being bashed these days not because they were doing a worse job or raising tuition, or because they were "politically correct," but because they were not seen as taking part in a national agenda.

"We must associate ourselves more prominently with solving the problems that concern Americans the most," he said.

Mr. Bok also called upon universities to show that they place the highest value on undergraduate education, but acknowledged that in many cases they first had to do so. "The public has finally come to suspect quite strongly that our institutions are not making the education of students a top priority," he said.

The title of the conference, which includes many sessions devoted to improving undergraduate education and aca-



Derek Bok, president emeritus of Hervard U.: "There is no one able to communicate a compelling vision of what we are trying to accomplish for our students."

demic leadership, is "Reclaiming the Public Trust: Costs, Quality, Commitment." That theme was chosen because the association's leaders agreed that the erosion of public confidence had recently dominated the higher-education agenda, said Russell Edgerton, president of AAHE. That higher education is under attack in tough financial times compounds the problems that colleges and universities face, he said. "The

interesting question is, Do you think that when the economy snaps back everything will be fine?" Mr. Edgerton asked in an interview. "I think it would be a mistake to think so. Higher education is going to have to respond to an economic agenda but also to a performance agenda."

Mr. Bok frequently addressed the theme of public responsibility during his 20-year career as Harvard's president, which ended last year. He is now a fellow at the Center for Advanced Study in the Behavioral Sciences at Stanford University.

#### Inconsistencies in Public Attitudes

In his remarks, Mr. Bok questioned what he said were inconsistencies in public attitudes toward higher education. When he began his job as president, he said, campuses were in turmoil-students were taking over buildings, prominent people were kept from speaking on campus, ethnicstudies departments "were imposed on universities by intimidation," and drug use was rampant. Yet most criticism of higher education came from within the academy,

By contrast, when he stepped down last year, "the riots had stopped, any public figure could come and speak freely, academic decisions were not influenced by intimidation, drug use had all but disap-

Continued on Following Page

#### BAN ON COLLECTIVE BARGAINING

# Texas Association Is Aggressive Champion of Professors' Rights

By KATHERINE S. MANGAN

In a dusty town in the Texas Panhandle, a war between West Texas State University's president and faculty was raging out of control as each day brought new reports of bugged telephones, hate mail, and lawsuits.

Meanwhile, trouble was brewing 350 miles away at the University of Texas at Dallas, where 10 tenured faculty members had been told their academic programs and their jobs were being phased

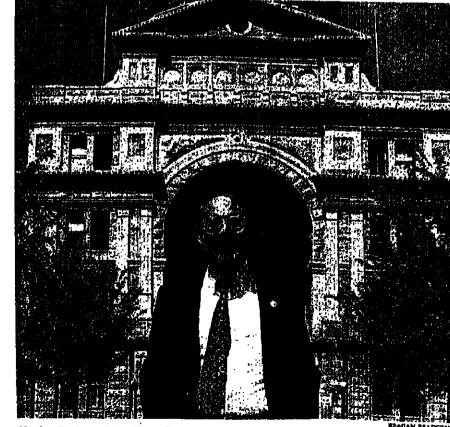
#### From Battle to Battle

As the new director of the Texas Faculty Association, Charles Zucker found himself bouncing from battle to battle, risscrossing the state with a briefo full of complaints and legal documents.

"Sometimes I feel that when I get off the plane, faculty are waiting for me," Mr. Zucker says during an interview in his office here. "I feel like I should be handing out numbers like you do in a butcher shop."

In the seven years since it was founded, the Texas Faculty Association has earned a reputation as an aggressive champion of faculty rights—tackling is-Continued on Page A19

. .\_ \_ . . . .



Charles Zucker, of the Texas Faculty Association: "We see ourselves as an effective organization that has the resources not to be pushed around."

2 groups sponsor project to update the English curriculum

■ Early exposure to 'contested issues' advocated for students

whose curriculum focuses on. And they will be studying it in-developments, projected faculty the "great books" of Western tensely rather than as part of a turnover, and the changing backculture, plans to open an insti- piecemeal approach designed to grounds of their undergraduates. tute devoted to the classics of Eastern culture.

the Study of Eastern Classics will original texts of Hinduism; Artha- University's Richard Ohmann, and offer an intensive one-year gradu- sastra, the principal treatise of In- Duke University's Jane Tompkins. ate program for about 20 students. dion political theory; the Bhaga- Most of the consultants are associ-It will focus on classic texts of In- vadgita; and others. Chinese read- ated with new approaches to the dia in the first semester and on ings will include the Analects of teaching of literature and writing. classic texts of China in the sec- Confucius and writings by Mo Tzu, ond. Students, who will earn certif- Chuang Tzu, and others. icates but not degrees, will have to study Sanskrit or classical Chinese. India and China were chosen because of their long and rich written traditions, officials said.

The founding of the new institute doesn't mean St. John's is abandoning its focus on Western culture and rushing toward a multicultural curriculum. Its undergraduate and master's-degree "great books" programs won't change at all. St. John's officials hope the institute which they say will emphasize serious and sustained study rather than "trendy popularization"—will become a model for multicultural education.

Students will be in a better position to study the East, says James bers on the other campuses. The

St. John's College in Santa Fe, once they have studied the West. taking into account new scholarly

Starting this fall, the Institute for will include Rgveda, one of the Henry Louis Gates, Jr., Wesleyan

need faculty approval.

English curriculum at 30 teaching institutions is the goal of a project sponsored by the Modern Language Association and the Fund for the Improvement

The project will send English professors at leading research universities to work with faculty mem-

"The Victim of Distortion"

Institutions must share in the

blame, he said, for putting research

ahead of teaching and for relying

Finally, Mr. Bok said, while unj-

versities continue to do valuable

research, they are not seen as con-

tributing to national goals the way

they were at the end of World War

could make such a contribution by

improving teacher education and

working more effectively with

schools, by addressing health-care

costs and preventive medicine in

heavily on teaching assistants.

# To End Bashing, Colleges Urged to Take Leadership Role on National Problems

Continued From Preceding Page the past. Likewise, he argued, peared. Yet a torrent of criticism there is no evidence to suggest that

financial-aid policies.

Why so much criticism now, Mr. Bok asked, when in fact universities are in many ways doing a better job than they did 20 or 40 years

he said, tuition actually rose faster their medical schools, and by dein relation to the cost of living in veloping business-school programs

versy over how universities bill the

satisfy political aims, he says.

-CAROLYN J. MOONEY

Updating the undergraduate of Postsecondary Education.

Carey, the institute's director, colleges will review their curricula,

was pouring down on us."

the quality of undergraduate edu-Mr. Bok cited the legacy of criti- cation has dropped. cism left by William J. Bennett, the Mr. Bok suggested that the eroformer Education Secretary; Consion of public confidence was due gressional hearings on scientific in part to higher education's failure fraud and "financial malpractice"; to communicate its goals. "Today, accusations that universities cham- university leaders are largely sipion "politically correct" attilent, too heavily burdened with tudes; complaints about tuition inraising funds and administering creases; and a Justice Department their huge institutions." he said. lawsuit accusing elite institutions "There is no one able to communiof conspiring in their tuition and cate a compelling vision of what we are trying to accomplish for our

He ruled out many explanations which, he said, might initially seem plausible. For example, he said that despite the furor over "political correctness," few students 20 years ago dared challenge the prevailing orthodoxy that condemned the Victnam war, the government, Il and in the early years of the and the corporate world. Similarly, space program. He said campuses vailed.

#### 'Leaders Are Largely Silent'

As for increases in college costs, the 1950's than it did in the 1980's. that are more responsive to busi-

In a brief reference to the contro-nesses. "We have been the victim of government for indirect-research much exaggeration and distorcharges, Mr. Bok said that despite tion," he said. "Even so, we have "unfortunate mistakes" made by not convinced the public or ourmany institutions, accounting selves that we are doing all we practices were better today than in could."

Among those serving as consul-The program's Indian readings tants are Harvard University's

Mr. Ohmann's first visit to the State University of New York Col-In its first two years, the institute lege at Oswego was helpful, said will be financed by a \$207,320 grant Edward O'Shea, chair of the Engfrom the Lynde and Harry Bradley lish department there. "Our curric-Foundation. If the college decides ulum for the major is about 40 to operate it permanently, it would years old," he said. "We have the feeling that we need to catch up."

He noted, however, that some fac- explain the goals of their introduc ulty members questioned whether tory and mid-level courses and to they should move toward a "textual studies" approach that addresses popular culture and nonliterary writings, which is being tried at a handful of universities. ---SCOTT HELLER

A successful undergraduate major should introduce studeuts to methodological debates and "contested issues" early on, says a handbook that offers guidelines on how to conduct effective program reviews.

The handbook draws on recommendations made by committees of the Association of American Colleges. Carol Geary Schneider, the association's executive vicepresident, said the handbook was unusual because it urges a focus on educational goals and results instead of the typical data on how many majors a department sponsors and how many go on to graduate school. It asks departments to 3716.

define connections made between general-education courses and those in the major.

Copies of "Program Review and Educational Quality in the Major" are available for \$12 and at bulk rates from the AAC, Publications Desk, 1818 R Street, N.W., Washington 20009; (202) 387-3760,

It's hard enough to change the curriculum on a single campus. But the Association for Gen-

eral and Liberal Studies plans to honor a professor or administrator whose efforts at campus change have had a national impact. The deadline for nominations for the Joseph Katz Award, to be presented in October, is June 15, For nomination forms or information contact Beverley Pitts, Assistant Provost, Ball State University, Muncie, Ind. 47306; (317) 285-



at no cost to your institution. Your contributions are \$0. Plus, Acordia does all the leg work, from employee education through working with payroll on

Acordia can save your employees up to 60% in premium costs compared to other insurers. Now you can retain valuable employees with benefits they choose—many which are guaranteed no matter the employees' health status.

So, keep your money in the bank *and* enhance your benefits package. Call Acordia Collegiate

Benefits today! Collegiate Benefits 1-800-752-4232

Term Life Long Term Care Short Term Disability Long Term Disability -0-Hospital Indemnity Plan -0-Accident Protection -0-Sickness Protection -0-AD&D <del>-</del>0-Dental *-*0-Vision -0-Tax Sheltered Annuitles -0-

Your employees can choose from these exciting benefits.

# Association Is Aggressive Champion of Rights of Professors in Texas

Continued From Page A17 sues from salaries to academic freedom-in a state where collective bargaining is forbidden by law. Texas is one of only 16 states that do not allow faculty members to engage in collective bargaining.

Despite Texans' historical distaste for unions, the TFA has more than doubled its active membership since 1988, from 592 then to 1,414 this year. The association has 30 chapters throughout the state, of which all but one are at public colleges and universities.

While its membership represents a small fraction of the faculty members at Texas's 95 public institutions, the association has played a prominent role in legal and legislative battles over higher education. At the Legislature, it has helped focus attention on the problems of female and part-time faculty members while battling for, among other things, standardized faculty grievance procedures and more-affordable health insurance.

The association, which is affiliated with the National Education Association, also intervenes on behalf of professors pursuing grievances against their institutions.

Says Samuel Freeman, a TFA member who teaches political science at the University of Texas-Pan American and is head of the Faculty Senate there: "The administration knows that if they jerk faculty around as they are wont to do. the union will be there to defend its members." The association has successfully intervened in grievance cases on behalf of Pan American professors, he adds.

#### Some Cases Border on Bizarre

Some of the cases taken on by the association border on the bizarre. One pending case involves a faculty member who says he was dismissed for wearing his military uniform and supporting the Gulf war. Another involves a professor who says he was threatened with dismissal for allegedly plagiarizing his own work.

With little formal structure for adjudicating complaints on many Texas campuses, faculty members often take their grievances to the courts, with the TFA's backing.

missed despite a faculty panel's conclusion that the professionalmisconduct charges against him were unsubstantiated. The reversal came after faculty protests and a TFA threat to sue the university. ■ Faculty members at South-

very visible because of that."

partments were eliminated. The

court determined that the faculty

members were tenured to the uni-

versity, not to their individual de-

partments, and therefore should

have been given a chance to dem-

onstrate they could teach else-

■ The Board of Regents of the

where in the university.

"The administration

knows that If they

Jerk faculty around as

the union will be there

to defend its members."

University of Houston voted in

January 1991 to reinstate a tenured

professor of psychology at the

Clear Lake campus. The profes-

sor, Chris Downs, had been dis-

they are wont to do,

west Texas State University won a 5-per-cent pay raise over a period of 11/2 years after the faculty association conducted an exhaustive review of the university's financial records covering the past five years. The TFA concluded that a significant amount of money could be used for raises. The association finally succeeded in securing the raises after publishing its report, talking with the president, holding a news conference, and conducting a petition drive.

tive organization that has the re- do have some rights."

sources not to be pushed around." says Mr. Zucker. "We don't always win, but administrators know they're in a fight." TFA leaders don't mince words

"Since Texas is a non-bargainwhen they're displeased with an ing state, people's only access is adversary. They declared that the through the courts," says Chrispresident who fired Chris Downs tine Maitland, the NEA's higher-edwas himself guilty of "gross proucation coordinator. "The TFA is fessional misconduct." In another case, they sided with a popular Among the recent cases in which president, accusing the regents the TFA successfully intervened: who had fired a former head of An appeals court ruled in Oc-Southwest Texas State University tober 1991 that the Dallas campus of engaging in a "wretched exerhad violated the rights of the 10 faccise in petty politics." ulty members fired after their de-

#### Stance Angers Administrators

At times, their combative stance has angered administrators, including the former president at West Texas State, Ed D. Rouch, Mr. Roach was the target of scathing attacks from faculty critics-including TFA leaders—who objected to what they said was his authoritarian style and close ties to the oil magnate T. Boone Pickens.

Asked to comment on the association, he says: "I believe things should always be handled with honesty, openness, and integrity, and that was not always the case at West Texas State. I think it has more to do with the personalities involved than the organization." Mr. Roach is now an associate deputy chancellor with the Texas A&M University system.

The Texas Faculty Association was formed in 1985 by a group that broke away from the state's chapter of the American Association of University Professors. The split occurred after a battle over whether it was appropriate to accept financial backing from the NEA-a rival of the AAUP, which is the collective-bargaining agent for faculty unions in some other states.

The association's founders decided to start their own organization in partnership with the NEA, and, before long, the TFA was the most visible faculty group in the

Adds Mr. Zucker: "Where we've been effective is by causing trouble for the administration." That may mean filing grievances, holding press conferences, or even suing an institution.

"Frankly, it's a huge waste of time," Mr. Zucker says. "We're trying to change people's behavior "We see ourselves as an effec- and empower faculty so they really

# College President Accused of Intimidation Over Bias Complaint

Mary's College of Maryland has contract that is standard for faculty ance within the college but had accused the president of trying to members of Mr. Savage's experi- never tried to dissuade him from intimidate him into withdrawing a ence. The college does not offer filling a complaint. A special trustdiscrimination complaint.

Reginald O. Savage, an assistant professor of philosophy on leave mittee subsequently recommended tions said in a statement last month from the college this academic year, filed a complaint with the Maryland Commission on Human Relations and the federal Equal Employment Opportunity Commission. He claimed that a divisional committee that evaluated his performance in the spring of 1990 a standard five-year contract, had would not get a fair hearing from a had used the review process "to harass and humiliate" him, and he filed a discrimination complaint had been motivated by "racial hos- and later amended it to include alletility." (The college has divisions gations accusing Mr. Lewis of rather than departments.)

The divisional committee recom- stake" if he pursued the complaint. tion's evaluation process. mended that Mr. Savage be given a ! In an interview, Mr. Lewis de-

A black faculty member at St. views, rather than the five-year urged Mr. Savage to file a grievtenure, but has a contract system. ees' committee at the college that

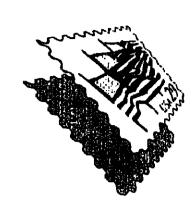
A college-wide evaluation com- looked into Mr. Savage's allegathat Mr. Savage be given a five- that it was a "mischaracterizayear contract. President Edward tion" to interpret the president's T. Lewis and the college's trustees remarks to Mr. Savage as threatenapproved the recommendation in June 1990.

Mr. Savage said his division, in not recommending that he receive because, he said, he feared that he tried to fire him. On June 1, 1990, state agency investigating a public "threatening that my job was at Mr. Savage's case and the institu-

ST. MARY'S CITY, MD. three-year contract with annual re- nied the allegations. He said he had ing his job.

> Mr. Savage asked federal officials to take the lead on the case institution

Meanwhile, the college's faculty senate is preparing to examine both



Find out how at the AACRAO Annual Meeting.

# GOTIT

April 19-24, 1992

Dallas, Texas Booths 36 and 37

Students of international politics at institutions in the United States and Australia are staying in close touch on the Internet this week as they deal with a crisis in the Middle East.

For a political game, students at Georgetown University and the Universities of Melbourne and Texas at Austin are assuming the roles of real Middle Eastern politicians. They are communicating by electronic mult as they strive to defuse several crises created by their professors. In one, for example, the Emir of Kuwait is shot down in a helicopter.

"The idea is to get students familiar with the real actors. All the students have to prepare a profile of their actor," says Michael Hudson, a professor of international relations and government at Georgetown, who is helping with the game. "We simulate an environment of complexity and uncertainty in which students try to achieve goals. When we're done, we hope the students will have a different kind of appreciation of the political environment in the Middle Rest."

One rule for the three-week game is "Thou shalt not kill each other," says Mr. Hudson. "Any act of violence has to be cleared in advance with 'control'—that's the faculty. We don't want to encourage apocalyptic or silly behavior."

Mr. Hudson says the electronic communication adds another dimension to the game—in this case an appropriate one. "There's a degree of anonymity. You don't know exactly what you're dealing with. And there's a certain amount of formality involved," he says. "Three months ago I didn't know what e-mail was. Now I think it's wonderful."

Students will write an evaluation of their experiences at the end of the game. If they think it has been worthwhile, says Mr. Hudson, he and his colleagues may do it again and include student players from the Middle East.

Academic institutions must give schools a helping hand so they can gain access to electronic networks.

Gwen Solomon, the director of the School of the Puture in New York, offered that opinion last month at National Net, a conference sponsored annually in Washington by 10 academic organizations interested in electronic networks.

"Colleges have been reluctant to let the schools use their Bitnet accounts to get on line, and this may be the only way schools can do it," Ms. Solomon said.

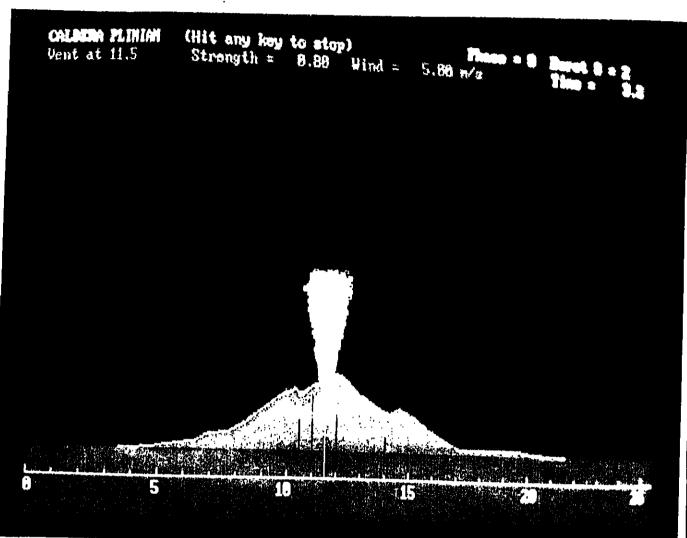
Colleges should also help train classroom teachers in computer technology, she said. "Teachers don't all know how to use telecommunications, and some of them are fearful of computers and technology in general."

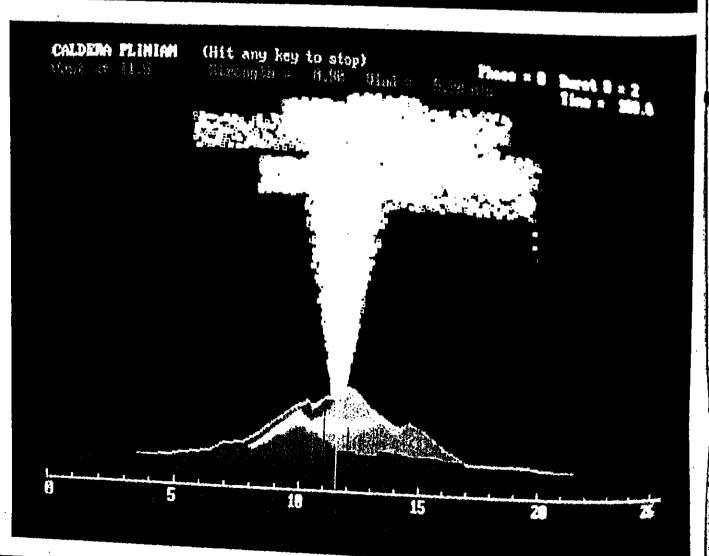
"it's tremendously important for the K-12 community to be networked," Ms. Solomon said.

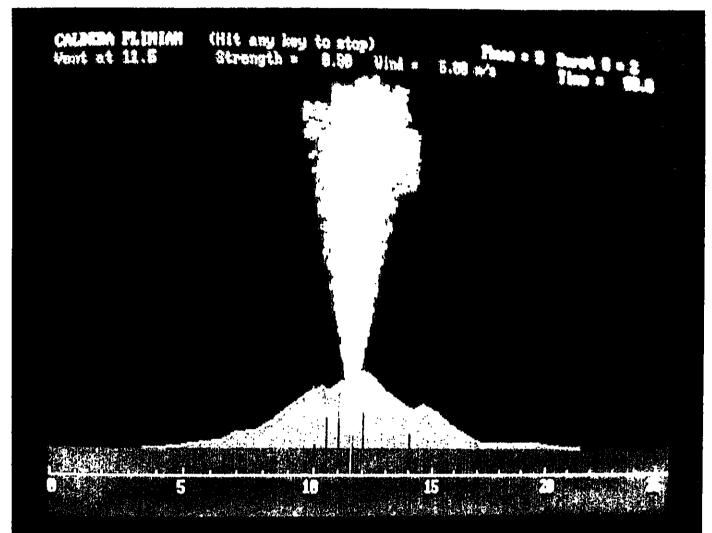
# **Information Technology**

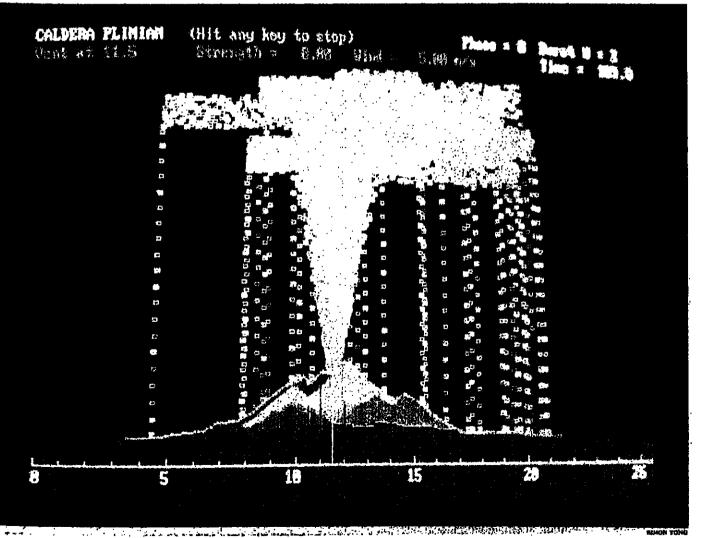
Screens created by the "Erupt" programs show four stages of one of the most powerful types of volcanic explosion, known as Plinian. The smoky plume is dispersed by the wind, resulting in a fallout of ash for miles around.

A Volcano in Action Before the Lava Flows









By DAVID L. WILSON

EXICAN VILLAGERS living on the Guatemalan border will soon see a simulated cruption of the neurby Tacaná volcano on videotape. Mexican officials expect Tacaná to crupt soon.

The videotape, made from a computer program, will show the villagers how the hot lava and ash will flow down the sides of the volcano. The gullies and ridges on the volcanic cone will guide the material in ways that are difficult to predict without the computer simulation.

By studying the videotapes, public officials can establish safety zones that the villagers can reach in a matter of minutes in the event of an eruption. In some cases, moving just a few yards in one direction will make the difference between life and death.

#### Standard Desktop Computers Used

The computer simulations are based on programs developed by Michael F. Sheridan, chairman of the geology department at the State University of New York at Buffalo. He says the programs will give people who live near volcanoes a better chance of survival.

"Tens of thousands of lives could have been saved in the last couple of decades if the people at those volcanoes had understood what was happening, and what they had to do to save themselves," he says.

The computer programs used to create the simulations are part of a package called "Flow," one of several software packages that Mr. Sheridan helped develop. Another, called "Erupt," lets students and researchers trace the development of any volcanic cone. Both packages run on standard desktop computers.

Kenneth H. Wohletz, a staff member with the Earth and Environmental Sciences Division of the Los Alamos National Laboratory, helped Mr. Sheridan develop "Erupt." Mr. Wohletz says the package has been used by undergraduates to study the formation of volcanic cones and by geologists to reconstruct the development of specific volcanoes.

"Erupt," says Mr. Wohletz, lets users collapse thousands of years into just a few minutes and see an animated computer image of various aspects of the volcano. "This includes formation of craters, collapse of volcanoes, dispersal of explosive products, and dispersal of lava," he says.

By changing the parameters in the software—strength of eruption and wind velocity, for example—users can re-create specific eruptions, watch every known eruption over the volcano's lifetime, or examine the volcano as it may have looked thousands of years ago. The package automatically makes changes in the animation based on changes in the parameters.

Unlike "Flow," "Erupt" is not as useful at predicting where the lava, ash, and other products of a volcanic eruption will go.

#### Geologists Provide Data

To use "Flow" successfully, geologists must map the topography around the volcano, measure the distance that the expelled debris from previous eruptions traveled down the sides of the cone, and feed that information into the computer.

The package offers users an animation of how far and how fast material will flow Continued on Following Page

# InfoTech Services

#### ACADEMIC COMPUTING

#### Beyond the Walls™ The World of vetworked information

Create-A-Workshop Package. Help your Institution's faculty and staff learn about the resources available on their desktops, via the Internet, Package includes videotape demo of faculty network asc. Kit, \$99. (NYSERNet Affiliates, \$49.) For

NYSERNet, 111 College Place Syracuse, NY 13244 • 315-443-4120

#### CATALOGUES

Would you like to publish your text unterful for class use? EMTEXT, 534 Pacific Ave. S.F., CA 94133.

#### COMMUNICATIONS

Enhance your compus academic and life style programs with GTE's Smart Campus, The turn key package includes an on-campus broadcast network for lectures and conferences, on and offcampus resource data access, ad-

Call 1-800-743-4228.

Applied Campus Technologies

#### COMMUNICATIONS SERVICES



DOMESTIC & INTERNATIONAL Space Segment

1-800-677-VISTA

#### CONSULTANTS

EDUCOM Consulting Group, 202-

GROUPWARE

#### PARTICIPATE® Computer Conferencing Software

for Distance Learning Fax: 215-435-2453 iet: eparti@vax1.cc.lehigh.edu

#### SOFTWARE.

Administrative Software Comprehensive, fully supported and integrated Student Information, Financial, Human Re-sources, and Fundraising software system for higher educa-tion. Installations at over 90 colleges and universities. On-site



For information call 1-800-253-5017. COMPUTING OPTIONS COMPANY

tallation provided.

# banner.

The BANNER Series

Heights in Administrative Computing Five Integrated Systems inance • Alumni/Developme Financial Aid • Student

The Power to Reach New

Systems & Computer Technology Com. 4 Country View Road

Human Resources

Call toll-free 800-223-7036

# INSTITUTIONAL SELF-STUDY SPREADSHEET DATA BASES

Management Battos #6 Operating Costs Staff Ratios Years of Financial Ratio Nor Institutional Rankings Faculty Salary Index Current Fund Revenue Dollars Current Fund Expenditure Dollar Plant Asset Dollars Financial Aid Dollars

5 Years of Undergraduate Tuit And many others JOHN MINTER Associates National Data Service for Higher Education 2400 Central Ave. ulder, Colorado 80301

Integrated Information

Management Systems. Col-

league is a comprehensive soft-ware package that streamlines al

administrative functions with

and Fund-Raising Systems.

Student Management, Financial Management, Human Resources

Benefactor is an integrated set

of modules designed to support all development activities includ-

ing strategic and campaign plan-ning, donor acquisition and culti-

vation, and gift and pledge proc-

essing.
With 23 years of experience,

Datatel is committed to deliver-ing quality products and services

Datatel • 4375 Fair Lakes Court

Fairfax, VA 22033 • 703-968-9000

CARS provides a solution that is

fully integrated, with a fully rela-tional database structure offering

CARS operates on four princi-

ples: clear vision, conservative business philosphy, excellent tochnology, and quality sorvice.

unmatched data retrieval.

**CARS** 

4000 Executive Perk Drive Emcineati, Obje 48241

\$13-543-4542

**IIIDATATEL** 

# Call 1-800-444-81 to order

or call 508-467-5351.

Career Planners: SIGI PLUS from ETS—career guidance software system for the '90s. Call 800-257-7444.

Federal Grant Forms Software, 13170-58 Atlantic Blvd., Suile 307, lacksonville, FL 32225.

# ASSOCIATES

Computer Associates provides

educators with software that bet-

ters the competition in functional

much less. From graphics to word processing, sprendsheets to ac-counting, CA offers the most val-

ue for your investment. Step up

and see the software that is used

by over 85% of America's For-

tune 500 employees. For more information call 1-800-MICRO90.

, the family of advanced admin

strative software systems from

AMS—the LECEND series of

applications addresses everything

from financial management and

human resources to student infor

mation and fund raising. For more

information call 1-800-255-6405.

Subscribe to DECNEWS

All users of BITNET or INTER-

NET networks are invited to sub-scribe to DECNEWS for Educa-

tion and Research, a monthly

tal Equipment Corporation.

electronic newsletter from Digi-

For information, send electronic

deenews@mr4dec.enet.dec.com,

**TEGEND** 

lity and design, and is priced

digital 🚟

**Ouodata** 

Successful sothware & service for Information Management in Higher Education.

Call: 800-OK 4 HELP

#### **Total Solutions** Tomorrow's Solutions Today

Information Associates combines advanced, proven technology with a deep understanding of administrators' needs to deliver software and professional services that directly support your in stitutional strategies. For more information call 716-467-7740. INFORMATION ASSOCIATES

A subsidiary of Dun & Bradstreet Software

The value of expertise.

# COSMIC, for NASA

Download our cutalog via Internet, run it on your PC. For in structions send a message to service@cossack.cosmic.uga.edu

# MAPLE

Waterloo Maple Software 160 Columbia Street West Waterloo, Ontario, Canada N2L, 31,3

My Agent (\$30), 4 Prgs for Writers (\$20), MS-DOS, Louie Crew, Box 30, Newark, NJ 07101.

## Don't throw it away!

Have you recently upgraded your computer system? Then why not recycle your used equipment? You never know who's interested in what you're selling until you get the word out.

InfoTech Rates (per insertion) Display: \$65/column inch Listing: \$15/line, minimum of 2 lines

Discounts are available for multiple insertions. Call Display Advertising at 202-466-1080 for more information.

InfoTech Services The Chronicle of Higher Education 1255 Twenty-Third Street, N.W. • Suite 700 Washington, D.C. 20037

# NEW COMPUTER SOFTWARE

The following list of computer software has been compiled from information provided by the publishers or by companies marketing the programs. Prices are subject to change without notice. For information about specific applications and hardware requirements, contact the companies directly.

#### COMPUTER PROGRAMS

Data management. "Idea Savings Bank," for the PC and compatibles. Lets users organize and manipulate in-dex-curd-size blocks of text, such as research notes, class notes, and quotes; includes browser, filters, and word-search capability; \$99. Micro Computer Resources, 6116 Merced Avenue, No. 81, Oakland, Cal. 94611; (800) 767-6797.

and compatibles. Requires scanner.

Lots users find the numeric coordinates of graphs, charts, and drawings; incorporates automatic line follower, paint tool, craser, grid remover, and more; \$399; quantity discounts available. Contact: Biosoft, Box 10938, Ferguson, Mo. 63135; (314) 524-8029.

mental science. "ECOMAP," for Apple Macintosh or IBM PC and compatibles. Interactive program displays 14 major land-based ecosystems by continent or worldwide; \$19.95. Con tuct: Save the Planet Software, Box 45, Pitkin, Colo. 81241; (303) 641-5035. Graphics. "HSC InterActive," for IBM

PC and compatibles. Requires "Windows." Icon-based tool lets users cre ate multimedia presentations withou programming or scripting language; \$250. Contact: 11st Software, 1661 Lincoln Boulevard, Suite 101, Santa Monicu, Cul. 90404; (213) 392-8441. Programming, "ObjectLogo, Version 2.6," for Apple Macintosh, "Logo"

programming tool lets mathematics students explore object-oriented programming; includes a package with complex number and true fractional mathematics, as well as trigonometric and logarithmic functions, for creating mathematically demanding programs provides an object-oriented interface to control robotic systems; \$195; site licenses available. Contact: Paradism Software, Box 2995, Cambrids

Mass, 02238; (617) 576-7675. Utilities. "FlexiGraphs," for Apple Macintosh, Lets students create list graphs and pic or bar charts, as well a budgets, projections, and forecast shows relationships between gmpb and the numbers and ratios they represent: \$99; quantity discounts available. Contact: Intellimation, Department GAPG, Box 1530, Santa Barbara. Cal. 93116-1530; (800) 346-8355 or

(805) 685-2100. Hillion. "FlexiTruce," for Apple Mac-Intosh. Converts hard-copy graphs into numerical data; analyzes a digitized line, nrea, bar, or scatter graph; stores numerical data for other uses; \$199; quantity discounts available Contact: Intellimation. Department GAPG, Box 1530, Santu Barbara, Cal. 93116-1530; (800) 346-8355 or (805)

#### OPTICAL DISKS

Law. "The Interactive Courtroom." for videodisk players used with IBM PC and compatibles. A collection of eight court-room simulations in which the student plays the role of the lawyer includes "Trial Evidence & Direct Examination Skills," "Mution Skills II" lustrated," "You Be the Judge," "Di-rect & Cross-Examination," "Open-ing Statements & Cloving Argument "Evidentiary Foundations," "Cilent Interviewing Skills," and "Trial Evi-dence & Cruss-Examination"; \$395 for individual simulations; \$2,520 for all eight. Contact: CLE Group, 274 Wil-iow Road, Menlo Park, Cal. 94025-2712; (800) 373-1829.

Medicine. "Conscious Sensory and Voluntary Movement Systems in the Spinal Cord, for videodisk players used with IBM pc and compatibles. Helps students identify the external meips students identify the external and internal structures of the spinal cord; lets students form and evaluate hypotheses about causes of spinal-cord lesions; \$910 for members; \$1,300 for others. Contact: Health Sciences Consortium, 201 Silver Cedar Courl. Chapel Hill, N.C. 27514-1517; (919) 942-8731.



Some black-college presidents and lobbyists have recently been criticizing the leadership of Samuel L. Myers as president of the National Association for Equal Opportunity in Higher Education.

But the NAFEO membership voted unanimously at the group's annual meeting last month to commend Mr. Myers and to urge him to remain as president. A resolution passed at the meeting said that all black colleges "have reaped the benefit of NAFEO's works and, by extension, Dr. Myers' works, and profited from his vision, been strengthened by his serenity of purpose, and quickened by his firm

Despite that praise, the association has again annoyed some black-college leaders, this time with its lobbying on behalf of an amendment to the Higher Education Act.

One part of the act provides assistance to five graduate and professional schools at historically black colleges. This year, leaders in both houses of Congress were expected to expand the program to include six additional colleges.

But NAFEO successfully lobbied for an amendment to the House of Representatives version of the bill that would expand the program to include 16 institutions, not 11. The United Negro College Fund and the Association of Minority Health Professions Schools both opposed the amendment, saying that the addition of so many institutions would dilute the effectiveness of the program because there would not be enough money to provide sufficient

The two groups also said they had an agreement with NAFEO to limit the number of new institutions to be added to the program.
Wilbert Greenfield, who directs

federal relations for NAFEO, said that his organization had never made such an agreement. He added that participating colleges needn't fear a loss of money by the addition of more

"This will just make us work to get more money for all the graduate schools," he said.

New York's Gov. Mario M. Cuomo is plugging a new idea for the Presidential campaign: "a great national university.

Governor Cuomo described his idea for a national university specializing in science, technology and the arts in a recent discussion with Democratic Presidential candidate Jerry Brown.

"Select kids from all 50 states, poor kids, middle-class kids, rich kids bright enough to go to the best school in the world. Why not?" the Governor said he told Mr. Brown.

Mr. Cuomo said the new university would not take the place of existing state colleges and universities, but could be the nation's pre-eminent institution of higher education.

# **Government & Politics**

# By THOMAS J. DeLOUGHRY

The House of Representatives last week voted not to create a "peace dividend" for the 1993 fiscal year-dashing hopes for any sizable increases for student aid or other college programs.

By a vote of 238 to 187, the House defeated a bill that would have allowed lawmakers to transfer funds from military programs to domestic programs for the budget year, which begins in October. Fiscal 1993 funds are spent in the 1993-94 academic

The bill would have amended a 1990 budget agreement between Congress and the Bush Administration that set separate spending limits for military, foreign, and domestic programs until 1994. The pact has effectively prohibited transfers among the accounts by requiring that three-fifths of the Senate and two-thirds of the House agree to them.

Last week's vote could be particularly costly for higher education because college leaders had hoped for sizable spending in creases for Pell Grants and other programs. Their optimism resulted from the Continued on Page A27



Rep. John Conyers, Jr., Democrat of Michigan: "We're debating whether it makes sense to spend a little more money educating the next generation."



Sen. Jim Sasser of Tennessee argued in vain for his colleagues to allow a vote on the bill: "Just let us have a chance to decide those issues."

# House Dashes Hopes of 'Peace Dividend' for College Programs Senate Votes Overwhelmingly to Lift Administration's Ban on Research Using Fetal Tissue



Sen. Edward M. Kennedy of Massachusetts "if all this material were available, there would be fetal transplantation taking place today. The fact is that there is not."

# President Bush Names 8 Scholars to Sit on Humanities Board

President Bush has made eight longawaited nominations to the National Council on Humanities, the advisory board to the National Endowment for the Human-

Humanities scholars across the political spectrum praised the candidates for their impressive scholarly credentials.

But some liberal humanities professors did not rule out a fight over the nomina-

Such a battle would center on the question of the political balance of the group of nominees as a whole as well as of the 27member council itself. The council, they say, is already "packed" with opponents of multiculturalism and women's studies, and several of the new nominees are outspoken defenders of the traditional academic curriculum.

The nominees are:

■ Paul A. Cantor, a professor of English at the University of Virginia. He is the author of numerous articles and books including Shakespeare: Hantlet and Creature and Creator: Myth-making and English Romanticism.

Bruce Cole, a professor of fine arts at Indiana University. He is the author of Piero della Francesca and co-author of Art of the Western World, a companion piece to a public television mini-series, as well as numerous articles.

Joseph H. Hagan, the president of Assumption College. He is seeking a doctoral degree from the Graduate Theological Foundation, Mr. Hagan has been active in Republican causes and has been a contrib-Continued on Page A30

Action a major victory for biomedical researchers

#### By STEPHEN BURD

The Senate voted 87 to 10 last week to approve a bill that would lift the Bush Administration's controversial ban on federal support of research involving fetal-tissue transplantation.

More than two-thirds of the Senators voted to lift the ban, enough to override a promised Presidential veto.

The House of Representatives approved a similar bill last summer, by a vote of 274 to 144, not enough to override a veto.

The provision to lift the fetal-tissue ban was included in a bill that would reauthorize parts of the National Institutes of Health for five years. Lifting the ban has been a major goal of biomedical researchers this year.

The legislation would also prohibit the Secretary of Health and Human Services from citing ethical concerns to withhold federal grants for research that has been approved by the merit-review system. Under the legislation, the only way for the Secretary to block a research grant that he found objectionable would be to convene an ethics advisory board that would vote on the matter.

In the past three years, Health and Human Services Secretary Louis W. Sullivan has barred federal funds from two surveys on sexual behavior. Social scientists say the data that the surveys would gather are vital in curbing teen-age pregnancies and the spread of AIDS and other sexually transmitted diseases.

However, the Senate did approve an amendment introduced by Sen. Jesse A. Helms. a North Carolina Republican, that prohibits the NIH from supporting the two sex surveys.

The bill would also create a matchinggrants program at the NIH for the construc-Continued on Puge A28



Sen. Orrin Hatch of Utah: "I want fetal-tissue research to continue, and I want it to be outside of this awful abortion debate that rages up and down America."



States continue to pass laws making it a specific crime to vandalize or steal from a facility used in animal research. But the verdict is out on whether the measures actually accomplish any-

No one has ever been prosecuted under the laws now on the books in 26 states because no one who has vandalized or burglarized a facility in those states has been caught, according to groups that monitor such activity.

Nonetheless many scientists maintain that the laws deter potential vandals and are an expression of public sentiment against harassment of researchers.

Nebraska, South Dakota, and Virginia enacted facility-protection laws this year.

#### Sending a Message

"It does send a message," says Len Koch, executive director of the Health Safety and Research Alliance of New York State, an orga-

But animal-rights advocates say ity legally and then copy or video- laboratory notebook or releasing a the laws do little but allow states to tape material to expose possible mouse from its cage. throw a political sop to scientists. abuses of animals or to publicize The advocates say that existing state laws against burglary, vandalism, and theft are sufficient.

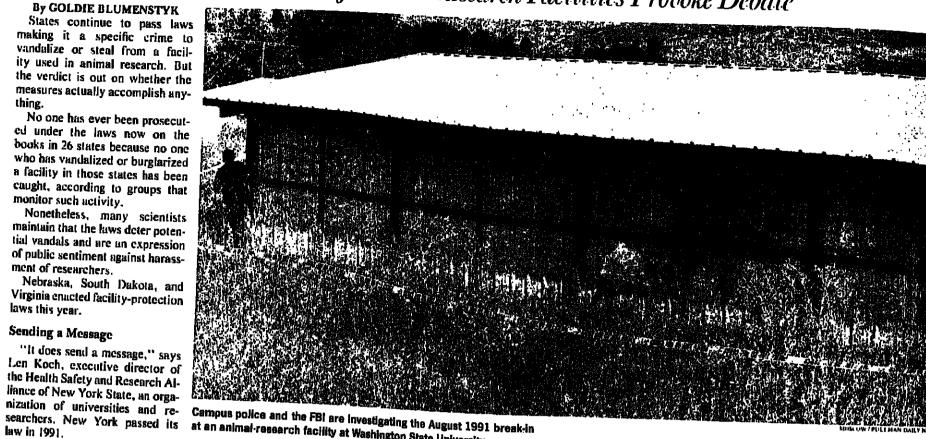
"I never understood why they were passing them," says Gary L. Francione, a professor at the Rutgers University School of Law and director of its Animal Rights Law Clinic. "I think it's just pressure from blowing the whistle on viola-

## Copying and Videotaping

While Mr. Francione says he opposes crimes on behalf of animal rights, he says he also is alarmed by provisions in some of the new laws that make it a crime to copy or videotape information about research without authorization. He says the provisions, which are also found in proposed legislation now before Congress, may be unconstitutional.

The provisions are aimed at ani-

Hawali



searchers. New York passed its at an animal-research facility at Washington State University.

research that they find question-

Mr. Francione says the prohibitions against such activity, which are part of the Montana and North Dakota laws, are "so obnoxious to the idea of freedom of speech."

"They're trying to keep people tions of state and federal law," he

Research advocates see it differently. Mr. Koch of New York, for example, says the existing federal Animal Welfare Act provides adequate opportunities for the reporting of abuses. Prohibitions against photocopying and videotaping limit the unauthorized use of researchers' material, he says.

Other supporters of the facilityprotection laws say they do more than standard vandalism or bur- for People for the Ethical Treat- called in because the U.S. Depart-

Since states began enacting such laws in 1988, there have been 13 incidents involving damage to animal-research facilities on university campuses, according to information compiled by the National Association for Biomedical Research. The association advocates the interests of universities and companies that use animals in research. The incidents ranged in severity from the March 1989 spray-painting of slogans and threats against researchers on the exterior of a Northwestern University facility to the arson and theft of 1,000 animals at the University of Arizona in April of that year.

Opinions on the usefulness of the laws as a deterrent differ widely.

#### Incident in Washington

Steven Simmons, a spokesman glary statutes because they allow ment of Animals, says the laws do ment of Agriculture owned the famal-rights activists who have been known to enter a research facil
mor" offenses, such as stealing a doubtful that this type of law will ment of Ammais, says the laws up the control of States With Laws Against Vandalism of Animal Research Facilities

the state law if they are caught. William T. Bakamis, director of Health Science Policy Affairs for Washington State University, says the value of the facility-protection law really cannot be tested "until or animals. It also proposes fines somebody is caught, convicted, and sentenced."

deter them," says Mr. Simmons,

proved correct in at least one in-

In August 1991—less than three

months after a facility-protection

bill was signed into law in Washing-

ton State—an animal-research fa-

cility on the campus of Washington

State University was broken into.

Two offices were yandalized and

seven coyotes, six minks, and ten

mice were released. Activists from

the Animal Liberation Front

The campus police and the Fed-

eral Bureau of Investigation are

both investigating the crime, but

claimed credit.

While it did not deter the wsu activists, Mr. Bakamis says the more rational, yet committed animal-rights zealots" might rethink rector of university animal care

Supporters of facility-protection legislation also say the laws can ground in 1989, says she favors prod the police into taking the vandalism more seriously.

# An 'Intelligence Network'

Don Maupen, the was police de-Now, armed guards patrol the fatective working on the case, says cility. his department had not been aware of the law until a university official told them about it. With or without it, he says, the department would have pursued the case vigorously. "It's important to the police. It's hiring them. The laws are helpful. probably more important to the he says, but "clearly prevention is prosecutors," he says.

Frankie L. Trull, president of the whose organization often publi-National Association for Biomedi cizes break-ins or lab vandalism by cal Research, says the laws need other activist groups, such as the more time. "It's premature to say Animal Liberation Front. "They they aren't effective," just because have always been willing to risk the there have been no prosecutions she says. Mr. Simmons's thinking has

Ms. Trull says the state laws could be strengthened with the enactment of a federal law, because that would create "a central intelligence network" about animal-facility vandalism that could be an aid to local law enforce

The federal legislation has been passed by the Senate and is proceeding in the House of Representatives. The House Agriculture Committee approved its version of the facility-protection bill last

#### **Tougher Measures Eyed**

Meanwhile, some states, like Ar izona, may stiffen their existing laws. A bill pending in the Arizona Legislature goes much further than the statute enacted in 1990 in the wake of the University of Arizona incident. The new law would make it a crime to enter a research facility with the intent to destroy, alter. duplicate, or obtain records, date, of up to \$25,000 if a person is convicted of causing damage that places another person's life in jeop-

Susan E. Sanders, associate ditheir actions because of the law. at the University of Arizona, know if it's going to deter them." she says. Dr. Sanders says the university has beefed up security.

The Arizona lesson is not lost on Mr. Koch of New York, who advised managers of animal-research facilities to investigate the backgrounds of all job applicants before the best medicine.\*

THE CHRONICLE OF HIGHER EDUCATION

# **Section 2**

S EDUCATORS, should

we be concerned

about the substantive

political values

taught in the university curricu-

lum or should we focus merely

on methods of inquiry and the

analytical skills that we foster in

In its report Integrity in the

College Curriculum, the Associ-

ation of American Colleges la-

mented that "anything goes" in

what "passes as a college curric-

ulum." It concluded that at

many colleges and universities,

"we are more confident about

the length of a college education

than its content or purpose."

higher education should be.

That report is part of a decade-long move-

ment toward restoring structure and sub-

stance to the liberal-education curriculum.

Yet, despite this movement, there persists

a deep-seated reluctance to discuss what

the political goals or ends of American

Having abandoned the commitment to a

curriculum centered on Western thought

and values, we are uncertain not just about

students?

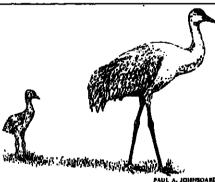
April 8, 1992



**The Arts:** the Blue Ridge: baseball; a Maine village **B4-5** 

**Opinion:** Making citizens

better informed **B3** 



**End Paper:** The magic of cranes **B52** 

Mélange

Quotable **B7** 

Letters to the Editor **B6-8** 

Bulletin Board **B9-51** 

# **POLITICS AND** LIBERAL **EDUCATION**

An apolitical curriculum is a dangerous mirage

By Cornell W. Clayton

what values and ideas to substitute, but also about whether any values should be taught. Many would seek refuge in a curriculum that does not require political choices at all-one that focuses on developing skills, rather than teaching certain ideas because we find them convincing or

**OPINION** 

because they are necessary to a society in which we wish to live. An apolitical curriculum is indeed an attractive notion; however, it is also a dangerous mirage. We must stop pretending that the goal of liberal education does not require a politically conscious and culturally biased curriculum.

I recently became aware of how reluctant we are to admit that we must make political choices in the curriculum when I attended a retreat in which pro fessors from across our campus came together to discuss teaching a new core curriculum. A

theme in our discussions soon emerged. Whenever conversation strayed into questions about the broad political purposes of higher education, it was quickly steered back on course by some wellmeaning individual who pointed out that it was passé to think of the university as bequeathing to students a particular cultural or political tradition.

The point seemed to be that the universi-Continued on Following Page



# Liberal Education Requires a Politically Conscious Curriculum

Continued From Preceding Page ty should not indoctrinate students. As the professoriate, we ought not make the substantive judgment about what ideas and values make the most sense or are the most relevant to the realization of our social goals. Instead, we should seek to develop in students "analytic capacities," to teach "modes of inquiry," and to provide opportunities for "sequential learning."

CINCE CRITICAL THINKING can be taught using any subject matter, the topics and ideas that we actually require students to learn become irrelevant. One can develop analytic capacities or learn about modes of inquiry as easily in a course on feminist theory as in one on democratic theory. A seminar on African history becomes as relevant as one on U.S. history, and a survey of Native-American oral tradition becomes no less important for students than one on Western literature.

Those who advocate this approach to higher education suggest that if we merely focus on teaching analytical skills and techniques, students will be equipped to make the substantive value judgments themselves. As faculty members, we are relieved of the burdensome debate over what constitutes a virtuous life, a just society, or even a good idea. Our students are freed from educational bias and are given maximum choice about what they study. Thus we have become cultural relativists, or, at the very least, we have embraced the belief that which cultural tradition students are exposed to is immaterial; what is important is the process of choosing and not the substance of their choices.

The fear of making fundamental political choices about the goals of higher education also leads to the fiction of the "inclusive curriculum." Since the curriculum emphasizes skills rather than content, no basis exists for excluding any idea, any literature, or any history. There is room for all perspectives and all subjects. By including all, we endorse none—supposedly making the curriculum politically neutral and culturally objective.

The flight from substance in the university is mirrored in contemporary American politics, which has increasingly turned into the art of marketing. Reasoned debate

and images used to stigmatize the other side. Tough decisions about racial discrimination and equality are reduced to the emotional language of "quota bills." Hard choices about when military force is justified in international relations are lost in labels like "Operation Just Cause."

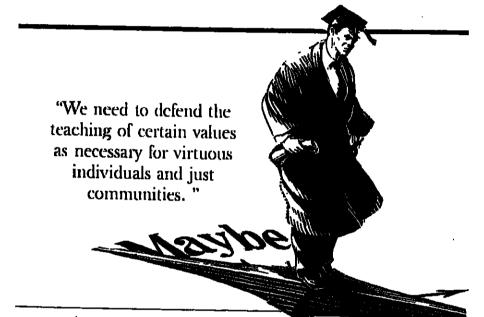
The transformation of American politics from substance to style is revealed by the vast sums that candidates spend on media and public-relations consultants, who have come to replace the "brain trusts" that used to surround our political leaders.

Few would argue that the superficiality of American politics is entirely the product of a higher-education system that eschews substantive value judgments. But how can we escape making some connection between the two? The university is perhaps the single most potent institution shaping

how society could realize liberal political ideals, such as respect for the dignity of individuals regardless or their race, color, or social means.

Today, however, the very idea of political liberalism is under assault. On the right, there is a movement to restore "traditional" values in everything from the selection of public-school textbooks to the operation of family-planning clinics. The right would restrict individual liberties in order to advance its own view of a virtuous society. On the left, various communitarian movements emphasize attributes such as race, ethnicity, or gender over those characteristics shared by all humanity. They argue for dividing social resources and opportunities in a proportional fashion along group lines.

Recognizing the importance of the uni-



long-term views of politics. Universities produce the ideas around which political alignments and cleavages materialize; college students, once exposed to such ideas, become the vanguard for political change or maintenance of the status quo.

It is not simply a coincidence that major liberatizations in social policies, such as those embodied in the Civil Rights Act of 1964 and in Great Society programs, followed the dramatic post-World-War-II expansion of higher education. Students of that generation studied a curriculum that taught and encouraged them to think about

these groups on both the left and the right would like their political agendas incorporated into the curriculum. Some believe that the canon should be frozen in time, that we should continue to teach what was said by dead, white males because that is what we have always taught. Others believe that curricula should be radically altered to proportionally represent women and racial and cultural minorities. These "multiculturalists" would have us teach certain ideas, not because they convince us of their worth, but because of the arbitrary characteristics of those who espouse them. Both movements are profoundly illiberal: One finds sustenance in appeals to authority and the other in the arbitrary characteristics of social groups.

VEN THE CONTROVERSIES SUITrounding this curricular debate, it is easy to understand why so many seek haven in the attempt to create an objective or culturally neutral curriculum: a curriculum not committed to producing students for any particular kind of society, but rather students for all societies. However, curricula by their very nature are political. They must include some ideas and exclude others. We cannot escape making decisions about what knowledge or skills are relevant to society as it exists and as we want it to exist. Even the decision to teach critical thinking or intellectual independence assumes a substantive political choice—that we want a society filled with individuals capable of exercising such

Many non-Western and traditional cultures would object to these traits. The hallmark of an educated person in such cultures might be the mastery of a sacred text,

versity in shaping public policy, many of

an of these tendencies we don't, who will?

familiarity with an oral tradition, or establishment of an inner relationship with one's creator. Only a handful of societies, most of them Western, prize critical and independent thought. We want citizens who possess these skills because we live and want to live in a liberal democratic society that requires them.

OPINION

F WE CANNOT avoid making substantive political choices in constructing a entriculum, we can avoid making wrong ones. The best response to those who would make the university curriculum either static or arbitrary isn't to abandon the field and flee into a curriculum without substance. Rather, we need to engage these challenges and defend the teaching of certain values as necessary for virtuous individuals and just communities. This requires more than merely teaching techniques and skills. Although these are necessary, they are not sufficient. Higher education must expose students to the ideas that constitute the Western tradition and form the basis for liberal democratic government.

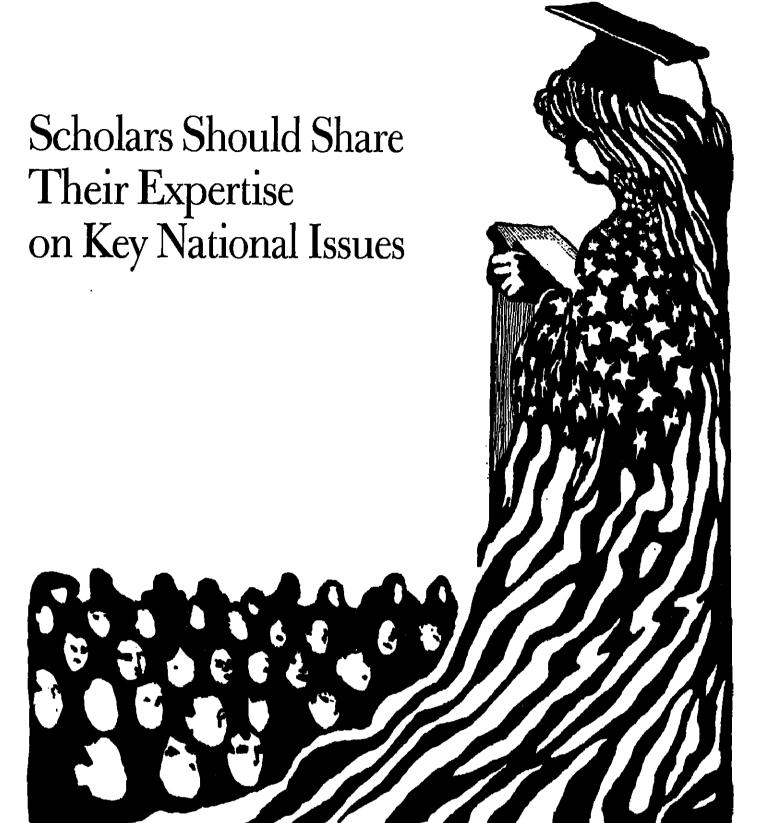
What this tradition actually comprises can be debated. One value that clearly must be taught is that one's moral worth, like the value of one's ideas, is not related to the arbitrary, immutable characteristics of the individual, such as race, gender, or station at birth. Another is that individual rights and liberties should take precedence over what various groups or communities define as good or virtuous. These are substantive ideas that have long intellectual histories, and students should be exposed to them by reading authors who have contributed to their evolution and contemporary understanding. Other ideas in this tradition that are less clear may evoke debate. It is this debate, however, that should be the center of our curricular discussion, not the avoidance of debate about substantive

An overarching goal of higher education must be to prepare students to participate in building a just society. This is not an argument for a static curriculum or a culturally exclusive one. Indeed some understanding of other cultural traditions and politics is necessary for the operation of liberal principles within a pluralist community. But neither is it an argument for abandoning the Western-based curriculum altogether in order to study illiberal cultures for their own sake or to accommodate the demands of groups with illiberal agendas.

This is not indoctrination or intellectual arrogance. The goal of a liberal education requires us openly to debate and defend assumptions on which our culture and our system of government are based. Ultimately, it requires us to take responsibility for concluding, and for conveying to our students, that some ideas are more persuasive than others and that some political traditions are more just than others. To admit this is not racist, sexist, or xenophobic. To the contrary, a liberal education requires a curriculum that stands against

Some of us might find it daunting, futile. or even embarrassing to enter into a battle over what ideas should govern our society. It is indeed more difficult to engage in such a battle than it is to remain aloof and pretend we have no stake in the outcome. But why should we be embarrassed about debating what constitutes virtue or justice? If

Cornell W. Clayton is un assistant professor of political science at the University of Alaska at Fairbanks. He is the author of The Politics of Justice (M. E. Sharpe,



By Jeffrey Boutwell

T IS ONE OF THE GREAT IRONIES OF the early 1990's that, in the wake of Amer-Lica's triumphs abroad in both the cold war and the Gulf war, our citizens express a pervasive and growing discontent with how well we are doing at home. This anxiety has already become a significant issue in the Presidential campaign, with voters expressing little confidence in the candidates of either party. More generally, across the political spectrum there is a sense that the very fabric of American society is unraveling.

Much of this discontent centers on our democratic processes themselves. According to a recent Kettering Foundation report, "Citizens and Politics," many Americans feel that "the health of politics in America is at risk" and that our democratic processes have become "corrupted." The result is declining voter turnout and a sense of public impotence in shaping government policy. The feeling is widespread that the one direct input that citizens have in the making of policyelecting officials-has been undercut by the influence of special-interest groups, lobbyists, and political-action commit-

tees, which the public perceives as controlling Congress and agencies of govern-

The report makes several recommendations for improving the interaction between the public and its elected officials, including more use of "community forums" where citizens can make known their views on public-policy issues. For public discussion of the complex policy issues to be effective, however, citizens will have to be better informed about those issues than they currently are by the twominute network-news segments and 30second "sound bites" that have come to tant news stories.

How, then, can citizens be encouraged to become better informed about the tradeoffs involved in various public-policy issues, both foreign and domestic, and then to make their views known to elected officials? At a minimum, structural reforms, such as public financing of elections and free television advertising, are needed to limit the influence of well-heeled specialinterest groups and lobbyists both during and between elections. In addition, however, Americans have to take a more ac-

tive role in becoming informed about the complexities of modern public-policy issues so they can better separate the wheat from the chaff in campaign and political

Among the many ways in which citizens can become better informed on the myriad issues facing the body politic, one largely untapped resource is readily at hand—the almost one million faculty members and administrators currently employed at the nation's more than 3,500 colleges and uni-

N AN AD HOC BASIS, of course. any university faculty members already give freely of their time in speaking to civic and professional groups in their local communities. Yet a number of disturbing tendencies are coming together that make it more difficult for scholars to reach out and share their expertise on important national issues.

One is the fact that research and teaching continue to be valued much more highly than "community service" activities when faculty members are evaluated for tenure and promotion. Moreover, in our TV-conscious age, scholars who appear

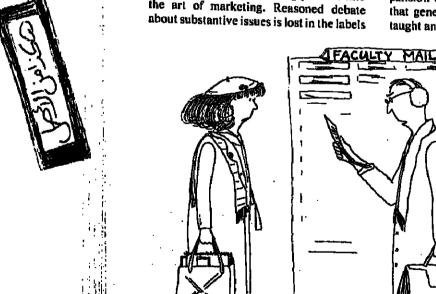
for two minutes on the local television news to give an instant opinion on the latest national crisis gain far more prestige than those who spend an entire evening discussing such issues at the local Rotary

Further, the stringent budgets that many colleges face have led to personnel cutbacks, which mean that many faculty members are teaching more classes or larger classes and thus find it more and more difficult to find the time to get out into the

The unfortunate upshot of these trends is that, at a time when the American public the workings of many of our social institutions—higher education included this further disengagement by colleges and universities from active contacts with their local communities exacerbates the sense of "we" versus "they."

The point was put cogently by Harvard University's outgoing president, Derek Bok, in his final commencement address last spring: "While universities are as dependent as they have ever been on public support, neither educators nor community

Continued on Page B6



"Because of budgetary constraints, your teaching assistants for the rest of the semester have been replaced. Two struggling yet talented roving mimes will be ilable four hours per week beginning tomorrow. Thank you for your cooperation."

#### MÉLANGE

# Stigmatizing Blacks; an Educational Ideal; Tenured Ex-Nerds; Insights From Trollope

America that problems of race can be solved. Since the sixties, when race relations held promise for the dawning of a new era, the issue has become one whose persistence causes "problem fatigue"-resignation to an unwanted condition of life.

This fittigue, I suspect, deadens us to the deepening crisis in the education of black Americans. One can enter any desegregated school in America, from grammar school to high school to graduate or professional school, and meet a persistent reality: blacks and whites in largely separate worlds. And if one asks a few questions or looks at a few records, another reality emerges: these worlds are not equal, either in the education taking place there or in the achievement of the students who occupy them.

As a social scientist, I know that the crisis has enough possible causes to give anyone problem fatigue. But at a personal level, perhaps because of my experience as a black in American schools, or perhaps just as the hunch of a myopic psychologist, I have long suspected a particular culprit—a culprit that can undermine black achievement as effectively as a lock on a schoolhouse door. The culprit I see is stigma, the endemic devaluation many blacks face in our society and schools. This status is its own condition of life, different from class, money, culture. It is capable, in the words of the late sociologist Erving Goffman, of "breaking the claim" that one's human attributes have on people. I believe that its connection to school achievement among black Americans has been vastly under-

-Claude M. Steele. professor of social psychology at Stanford University, in the April issue of The Atlantic Monthly

ONE HUNDRED YEARS AGO the no-tion of an educated person was an expression of a shared understanding, not of legal requirements. That understanding arose because people were at ease with the idea that people differ in their capacities. The criterion for being an educated person did not have to be compromised to include the supposition that everyone could meet it....

We are recommending a traditional ideal of education, not glorifying academic credentials. On the contrary, we think that academic credentials are over-valued. It may be because they have become so artificially important that we are loath to accept that many people have academic limitations. Nor does our view of education require triage in which the state selects out the children with the highest intellectual gifts, educates them, and gives everyone else second-best

On the contrary, we believe that education will improve most rapidly when parents and teachers have the maximum flexibility in deciding where children go to school and what kind of instruction they get. By and large, parents aiready have high enough aspirations

SENSE a certain caving in of hope in for their children, and want schools that will take their children as far as they can go. Teachers who delight in teaching demanding material to good students will come forward if given the chance to run their own classrooms.

It is educational leaders who need to become comfortable once again with a duty that once was at the heart of their calling, to educate what Jefferson called the "natural aristocracy" to be worthy conservators of the republic.

-Charles Murray, Fellow at the American Enterprise Institute, and R. J. Herrnstein, professor of psychology at Harvard University, In the Winter 1992 issue of The Public Interest

THE MAJORITY of today's vocal en-I forcers of political correctness were entirely conventional, indeed exemplarily docile graduate students and assistant professors during the sixties and seventies, too anxious for professional advancement to risk the slightest gesture of resistance. But the lure of the counterculture, which they rejected while students, exerted an appeal all the more powerful for having been put aside for so long, only for it to emerge with all the accumulated frustration of the intervening years once tenure guaranteed that there was no more risk involved

The problem is not tenured "radicals," it is tenured ex-nerds belatedly struggling to appropriate the glamour of the heroic rebels whose allure they were too cautious to heed at its moment of maximum appeal two decades earli--Michael André Bernstein, professor of English and comparative

literature at the University of California at Berkeley, in the spring issue of The American Scholar

A ND WHAT, FINALLY, Was Trollope's A "moral purpose"? It is of course hard to say. Trollope is

not a writer from whom one can easily extract formulas. But in her unjustly neglected essay "Trollope For Grown-Ups" (1962), the critic Clara Claiborne Park comes close to the heart of the matter when she describes the novelist as "the laureate of compromise." Trollope is almost alone, she notes, in telling us "what we need to hear: be reasonable, be moderate, in action, in desire, in expectation, and you will be fairly happy." This might seem like small beer. But it can be powerful compensation for ... "the desolation caused by naked principle among people." If Trollope lacked a doctrine to impose as virtue, he came armed with an abundance of experience and psychological insight. As his narrator puts it in Barchester Towers, "Till we can become divine we must be content to be human, lest in our hurry for a change we sink to something lower."

-Roger Kimball, managing editor of The New Criterion, in the March Issue



THE ARTS

# The Story of the Blue Ridge Parkway; Baseball Parks as Fields of Dreams



An exhibition chronicling the Blue Ridge Parkway's design and construction is on display at East Tennessee State U.

HE BLUE RIDGE PARKWAY WENDS its way 470 miles along the knobby backbone of the Appalachian chain, pausing in hollows, then soaring over peaks with names like Jumpinoff Rock, Purgatory Mountain, and Whetstone Ridge.

Some 24 million tourists travel the parkway every year, more than visit any other national park. They are drawn by the rich montage of history, folk culture, and natural beauty that flickers through the windows of their cars.

The parkway was conceived in 1933 as a connection between Shenandoah National Park in Virginia and Great Smoky Mountains National Park in North Carolina. The story of its design and construction, from 1935 to the completion of the final section of road in 1987, is told in an exhibition now on display at East Tennessee State University.

The crentive force behind the parkway was a young landscape architect named Stanley W. Abbott. who led the design and construction of the project until the onset of World War II. Abbott had done his apprenticeship on the Westchester County Park system in New York. Thanks to that influence—and the talents of Abbott and the engineers, architects, and landscape architects that he recruited from the forced idleness of the Great Depression—the history of the parkway is a chronicle the cutting edge.

"The Blue Ridge Parkway was an entirely new concept of a national park," says David P. Hill, a landscape architect in Roanoke, Va. Mr. Hill and Richard T. Johnson designed the prototype of the exhibition while they were students at Harvard University's Graduate School of Design.

When the parkway was begun, the term 'national park " meant one thing—vast, pristine tracts of land, Mr. Hill says. "The idea was to get the land and not do much with it-just take care of it," he says.

"The Blue Ridge Parkway, on the other

hand, is a very intensively constructed and highly manicured landscape."

Abbott was determined to disturb the natural beauty of the parkway route as little as possible, but just as determined to enhance it when necessary. In many cases the raw material that Abbott and his staff had to work with was anything but pristine. "Few of the show places of the parkway environs remain in an unspoiled natural state," Abbott wrote in an early report. Commercialization and logging, he noted, had "greatly reduced the recreation val-

Abbott carefully orchestrated every

mile of the road, and then insured its preservation through extensive land-use plans that designate, for example, certain areas as forest, others as orchards or fields.

To implement the land-use plans, Abbott arranged for the land adjacent to the roadway to be purchased and then leased back to farmers for agricultural use. In addition, "scenic easements" gave the park service all of the development rights to the land—in effect, the service bought the view, Mr. Hill says.

In an early report on the parkway, Abbott described the design process and revealed his own enthusiasm for his job:

"You worked with a ten-league canvas," he said, "and the brush of a comet's tail."

The exhibition, "Threading a Parkway Through the Blue Ridge," is on display at East Tennessee State through April 12. It then travels to various museums in Virginia and North Carolina, including Lees-McRae College, where it will be on view from August 23 through September 26.

IM DOW says that the American baseball park is analogous to a medieval cathedral in being "a center of civic pride where people go to do some combination

now on display at the University of Maryland-Baltimore County. of worship and dream." Since 1980 Mr. Dow has photographed more than 150 playing fields and arenas in Britain and the United States, including all 26 majorleague baseball stadiums.

One of the 54 photographs of major- and minor-league baseball parks

An exhibition of 54 of his shots of baseball stadiums, entitled "Major League/Minor League," is on display at the Albin O. Kuhn Library and Gallery at the University of Maryland-Baltimore County through May 31.

"Every town's got a stadium for a variety of sports and a variety of reasons, and I got hooked on trying to catalogue them." says Mr. Dow, who teaches photography and the history of photography at Tufts University and Boston's School of the Museum of Fine Arts.

"It's really the comparative aspect of it that's the most interesting-to go from a large town like Rochester, N. Y., to a tiny place like Pulaski, Va.," Mr. Dow says.

The older parks are more appealing than the new ones, he says. "In fact the newer parks have almost no appeal." And the minor-league parks have more appeal than the major-league.

"The differences between the minorlengue parks are amazing," he says. "Some are great civic monuments, Others were built on a shoestring and are maintained on one. They have a wonderful funky patina-a quirky individuality you don't see now."

In the minor-league parks the game is often secondary to the "social ritual of a night out," Mr. Dow says. "People are out there to see and be seen just as much as they are to actually watch a ball game."

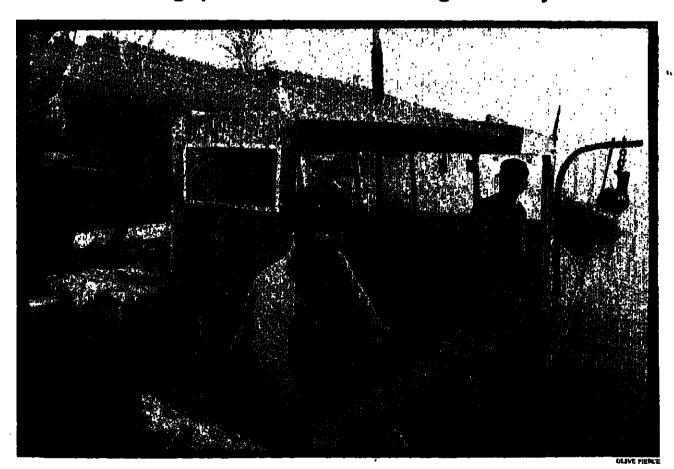
To make his photographs, Mr. Dow uses an 8-by-10 view camera mounted on a tripod. He takes multiple images of a single subject, turning the camera slightly for each picture, and then splices together three, four, or five photographs to give a sweeping panoramic view, like a slowly panning movie camera.

He will be setting up his camera on April 9 at the Baltimore Orioles' new home at Camden Yards, which architecture critics have compared favorably with such longstanding favorites as Boston's Fenway Park and Chicago's Wrigley Field.

"My bias is against anything built in the last 30 years or so," says Mr. Dow. "But this one is supposedly different.

"I've been told they've labored long to make it unique," he says. "We'll see."

# Photographs of Life in a Maine Fishing Community



Photographs by Olive Pierce, now on display at Radcliffe College, document the harshness of day-to-day reality for the men, women, and children who live and work in Waldoboro, a fishing village in Maine. Their livelihood, which Ms. Pierce calls a "distinctly American tradition," is jeopardized by pollution and competition from bigger boats. Through her photographs, she wants to make the people "visible."

"Up River: A Look at Life in a Maine Fishing Community" continues at the college's Bunting Institute through

# The Bandwagon for Direct Lending to Students

It is amazing to me to find so many well-educated, well-intentioned individuals joining the misguided Conrect lending for student loans ("The Time Has Come to Establish Income-Contingent Students Loans," Opinion, March 18). Amazing be- ferent today. I doubt it. cause nothing in our great nation's history would give anyone confidence in the notion that the federal government could run programs or projects more efficiently or economically than the private sector. The basic concept of capitalism is competition, and yet direct-loan advocates want to eliminate it entirely from student lending. Bank competition has brought innovation to the products, not government bureaucracy.

Yes, I'm a profit-hungry banker who has spent the last 18 years in student lending based on narrow selfinterest. Self-interest that includes spending 30 per cent of my annual murketing budget to provide financial support to state, regional, and national college financial-aid associations. Self-interest that spends only 10 per cent on media advertising while another 40 per cent goes into educational materials to be given to students and parents (of which maybe one in 10 will eventually obtain a loan from my institution). Self-interest that has me spending evenings and weekends making presentations the concept may sound, the reality is to parents and students instead of being home with my family. Enough about self-interest.

What about this notion of "direct loans"? Can it be as good, or, for that matter, as bad as the opposing sides paint it? Let's look at the record. The

universities can do for our society."

public, in two important ways.

leaders share a clear and compelling view of what

Numerous exceptions to this "town-gown" divide

exist, of course, all across the country. The point

remains, however, that college faculty members rep-

resent an invaluable resource that local communities

and citizens' groups could draw on for information,

help in using basic analytical skills, and discussion of

complex policy issues and the tradeoffs inherent in

done to make this resource accessible to a broader

democratic policy making. Certainly more can be

TIRST, college administrators should make a con-

certed effort to institutionalize speakers' pro-

grams and other community-outreach efforts

through whatever vehicle is most appropriate, be it

their Division of Continuing Education, School of

Public Service, or community-relations office. Only

by giving academic "legitimacy" to this type of activ-

ity will it become an important priority for faculty

members. Colleges, universities, and professional or-

ganizations all need to follow the lead of groups such

as the American Association for Higher Education,

which has recently intensified its call for faculty-

members' community-service activities to be given

more weight when it comes to promotion and tenure

Second, foundations and institutions must support

non-campus-based programs that have been set up to

help nurture colleges' community-outreach pro-

grams. One such program, with which I am associat-

ed, is the Options University Outreach Project, Sup-

ported by numerous foundations (the MacArthur

Foundation, the Mary Reynolds Babcock Founda-

tion, and the W. Alton Jones Foundation, among oth-

more than 95 per cent of the participants but it has taken more than 20 is the total interest expense to the years of continuous change to get to student. No mutter how low you where it is today. The original loan make the rate, charging borrowers gressional bandwagon supporting di- plan was a direct federal program interest during the school term and that simply didn't work. Why then, then carrying repayment out over 25 do "direct loan" advocates say this years will significantly increase the time it will? They say things are dif-

> acted an "Income-Contingent Loan same loan? Program" that has been a dismal failure. The problems encountered were



more than 150 colleges.

curity issues.

numerous, but one of the biggest was the insurmountable administrative burden created by tracking student incomes and tailoring payments to meet them. No matter how simple

To make sure this letter doesn't betwo other points in the case for "direct loans." This well-meant article

interest paid by the student. In most cases it will far exceed the principal In the 1986 reauthorization of the originally borrowed. Do we want stu-Higher Education Act, Congress en-

The last point I want to clarify is in relation to the article's quote about defaults. It states: "By spreading repayments over as many as 25 years,

. and by virtually eliminating defaults because loan repayments would be made by payroll deductions paid to the Internal Revenue Service. such a program would be self-financing." This is the greatest failing in the proposal: It does not eliminate defaults at all. What it does do is simply carry debts, which are increasing each year because of capitalized in terest that graduates with low incomes can't afford to pay, for 25 years-then whatever amount of debt is left is wiped out. . . . This is real fiscal restraint. Let's have the youth of today piled up with billions in debt that will be left to future generations, 25 years from now, to cover with higher taxes.

No, the time for direct, income- TO THE EDITOR: contingent loans is not here-hopefully it never will be.

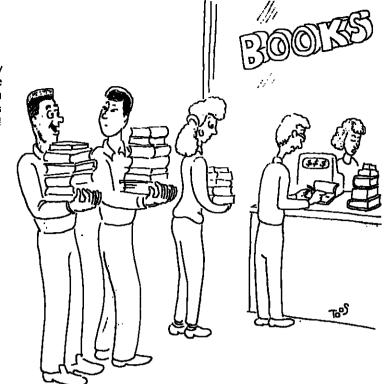
The existing, privately funded procome a novella I will only address they can be easily fixed. Let's join gram definitely has problems, but together to take the plan that has put millions of Americans through colstates that "bypassing the private lege to a new level of simplicity and loan program we have now works for est rates. This statement is probably years of experience on the faint hope Scholars Should Share Their Expertise on Key Issues

Brown University that for six years has been making small grants to develop speakers' bureaus on foreignpolicy issues at colleges and universities across the country.... country. With a modest annual budget of about \$200,000, the program has established projects at During the six years, about 1,500 college faculty members have given more than 5,000 talks to a wide

range of community, professional, church, military, and business organizations on important national-seamong the government, the institution, and the lender has been the last hope of many families over the last 10 Commenting on the values of the Options program years for the funding needed to allow in providing in-depth discussion of public-policy istheir sons and daughters to attend a sues, one military officer in North Carolina noted the postsecondary institution. It is too frustration felt by many people when he said: bad that deregulation cannot happen "Though our unit is composed of highly professional to ease the administrative burden and well-educated officers, it is unable to keep that all three areas must carry to abreast of events as they unfold so rapidly worldmake the system work. This coalition wide," Given the growing complexity of both domeshas continued to advocate funding to tic- and international-policy issues, the need will incover the ever-increasing costs of a crease for the informed discourse and analysis that education even when it seemed the entire world was against

college faculty members can share with citizens in a wide range of community forums. Of equal importance is the value to colleges and universities of improving their relationship with the larger community through sponsoring such programs. At a time of budget cutbacks and strains in universitycommunity relations, these types of outreach programs can make significant contributions in building a sense of partnership. If our democracy and society are to remain vital and responsive to the challenges facing us, colleges must not ignore their responsibility to help continue the education of all our citizens.

Jeffrey Boutwell is associate executive officer of the American Academy of Arts and Sciences and chair of rs), Options is an independent organization based at : gram. the Board of Directors of the Options speakers' pro-



"Why don't we just buy one set of books, and do a time share?"

that untried, unproven "direct loans" may be a better way.

MICHAEL G. LEWIS

I have been a high-school counselor for four years, a director of financial aid for 14 years, and a representative of a lending institution for less than a year. . . .

I agree with much that was written in your March 18 article about inbanking system" would lower inter- efficiency. We don't need to scrap 20 the writers and many of the advocates of this compromise legislation choose to ignore the many good reasons this program has not been implemented as described. . . . The cost savings are really cost shiftings to the already embattled budgets of colleges and universities across the

It appears to me that the writers are in favor of an economic/political view and have very little understanding of the wants and needs of the students they claim to represent. . . .

The coalition that currently exists funding for higher education. It is too bad the authors choose to argue that these very same proponents are in some way not helping families cope with the higher cost of a college education. . . . This is not true. . . .

It appears to me that the writers dismiss any arguments against direct lending as self-serving. I could say the same about their arguments, if the proposed legislation were to prohibit the per-student subsidy provided to the writers' institutions by their state governments: The reduction of the subsidy would bring public institutions into the world of supply and demand and allow their charges to

reflect the true cost of education. I applaud the authors' call for the

government to address the concerns of the financial-aid community, to make simplification of the financialaid process work. I wish the government had done this during the implementation of financial-aid legislation over the last 10 years; we all would he better off and the system would be less complex. The legislators can reduce complexity now with the current programs but have chosen not to do so. Financial aid is complex, and many of the current regulations have nothing to do with saving money and much to do with political compro-

I just hope that the true cost of implementing direct lending is considered before higher education decides to eliminate a political ally and a student-aid advocate—the banks for promises of greener pastures.

FRED M. CARTER Manager of Market Development Student Luan Representative Offack U.S. Hack

## N.Y. bill restores pension contributions

TO THE EDITOR:

Those of us in public higher education in New York State read with a vested interest Goldie Blumenstyk's accurate and thoughtful portrayal of states' attempted theft of pension contributions ("College Employees Fight Back as Many States Try to Cut Pension-Plan Contributions, March 4).

United University Professionsrepresenting 21,000 educators and professionals on New York's state campuses—a background source for Ms. Blumenstyk, was especially ap-LIVE to see that the article de scribed the "double whammy" facing many of our members, and members of other unions, while politicians eye the public's employees as sacrifices to budget deficits.

As reported, participants in the Teacher's Insurance and Annuity Association and College Retirement Equities Fund, New York's optional retirement program, are facing cuts in contributions because of an unfair linkage to the defined-benefit plans. Adding to the problem, TIAA-CREF contributions were stopped altogether in January when a ruling by the Attorney General's office on rates of employer contributions was viewed OPINION

OPINION

by the comptroller as a "legal enig-

But we finally have good news to report in New York State. The legislature passed without dissent, and Gov. Mario Cuomo recently signed. a UUP-crafted bill that restores funding to TIAA-CREF and makes up contributions lost during the freeze. It also establishes a task force to study inconsistencies in the pension laws and to make recommendations regarding contribution rates.

The task force, made up of university, government, and union representatives, will issue its report and recommendations for new legislation by June 1. UUP plans to use this study period to inform lawmakers about the problems with the present laws and to continue our quest to sufeguard what we believe is a fair and appropriate rate of contribution. We welcome the opportunity this law provides to help make sense of pension laws whose complexity threatens the retirement plans of nearly 17.000 higher-education employees in New York State, JOHN M. REILLY

#### Questioning the stances of ACLU's president

TO THE EDITOR:

Your wonderful profile of Nadine Strossen correctly highlights her keen mind, effective voice, and vigor ("She Goes Wherever Civil Rights Are Threatened," Portrait, February 26). Unfortunately, Ms. Strossen does not limit the use of her powers to protecting the freedom of speech. but applies them with equal effect to advancing other positions of the American Civil Liberties Union. These days, these stances include

the legalization, and not merely the decriminalization, of all drugs (without offering any provisions to protect at least children from this modern scourge); opposition to any controls on the flow of private money into the coffers of politicians (as sought by Common Cause, Ralph Nader's Congressional Watch, and the new communitarian movement); opposition to drug testing of even those who hold the lives of others in their hands (such as school-bus drivers); and opposition to sobriety checkpoints. Technically, she relies on a rigid interpretation of what are unreasonable versus reasonable search and seizures, which, of course, the Bill of Rights allows. More deeply, Ms. Strossen is a vociferous representative of the notion that all we need to worry about is constraining and hobbling government—and not also how to make it work more effectively, say, for public safety.

I must add that Ms. Strossen sometimes fails to observe the tenets of good scholarship. I know, because I am on the receiving end of her notion that we communitarians are "majoritarians," despite the fact that our such position and that Ms. Strossen has never been able to document this AMITAI ETZIONI

The Responsive Community
Rights and Responsibilitie
University Professo

#### U. of Chicago: not 'conservative'

TO THE EDITOR:

As a graduate, I appreciate your piece on the University of Chicago at its centennial ("U. of Chicago at 100: Proud Traditionalist," February 26).

I am amused, however, when I read that Chicago is a center of "conservthought. Some prominent thinkers associated with the university have been conservative politically, in the sense in which that term is used today. Many others are not, and an education there involved not orthodoxy, but rather a relentless pursuit of any quarry into any cave, no matter how forbidding.

I remember a childhood story about the farmer from Vermont driving into town with his wife of many years. She complains that his affections must have waned, since they used to sit close together on these trips, he with his arm around her. His terse response is, "I ain't moved." Thus it is with Chicago's supposed ``conservatism.

As your story points out, the university is founded on principles of meritocracy, free and rational inquiry, and a belief in education as inherently liberating for the mind and the soul. These principles were, in the time of the French Revolution, profoundly radical ideas, and countered the stagnant "conservative" demands that only socially correct thought was permissible, that the value of ideas was not inherent but followed from the social position of those who thought them, and that reason must be subordinated to "reasons" of the state and powerful inter-

The university finds itself fighting that same battle today, but with the position taken re-labeled by the media. It is antagonists to these principles who are the historical conserva-

The University of Chicago is not "conservative" but rather conservationist, and what it has been conserving are the classical principles of Enlightenment liberalism. That is, no matter what other academy has slid its posterior in whatever direction, "we ain't moved."

> D. W. MURRAY i Aninropology Jeis University

#### Elizabeth Fox-Genovese: 'outstanding' professor

TO THE EDITOR:

In the interest of presenting another and equally important side to Scott Heller's recent article concerning Elizabeth Fox-Genovese ("Emory U.'s Director of Women's Studies Quits, Describing Complaints as 'Political Power Play,' " February 12), we would like to express our perspective. Many of us at Emory University who have taken graduate courses or taught in women's studies are dismayed by the recent events in the department that resulted in Dr. Elizabeth Fox-Genovese's resignation. Under her leadership, the women's-studies program permitted all women on campus, regardless of ideological positions, to pursue academic studies of women. Here we suit of excellence was encouraged rather than a place where a specific political agenda was enforced. For this we are grateful.

Those of us who took courses from Dr. Fox-Genovese found her to be a demanding yet outstanding professor who welcomed diverse opinions Those of us who taught in the department appreciated her support of our different viewpoints and pedagogical methods. Those of us who work with her on our dissertations know that her comments and advice are invalu-

We regret that Elizabeth Fox-Gen-Continued on Following Page

#### QUOTABLE

"The support of pure science—the search for knowledge-cannot come casily or naturally from government"



HE GREAT REVOLUTIONS of the past frame our picture of science. We honor the great revolutionaries and to enuilate them is our highest aim. So every scientist dreams of making revolutionary discoveries, and the National Science Foundation seeks to stimulate and support such creative, innovalive pursuits.

But paradox and self-contradiction abound here. The fundamental law of the unknown is that it is unsuspected, and therefore it cannot be directly explored. Scientific revolutions are serendipitous; they come by luck more than by foresight. Successful scientists are typically those who work in the most interesting but still tractable parts of the known unknown; and because they do, it is predictable that they will get results generally agreed to be usefulthough one cannot predict how useful or in precisely what way, and one certainly must not expect them to be revolutionary

Direct, deliberate attempts to uncover the unknown unknown, where the greatest potential novelty lies, are not common in science. How could they be? That would involve following hunches that might lead nowhere at all. Since most scientists (as many other people) are judged, paid, promoted (or dismissed) largely according to what they accomplish, it makes sense for them to choose research that, it can reasonably be predicted, will produce some sort of reasonably useful results. . . .

When scientists overtly claim to be seeking novelty, and even as they believe what they say, they define novelty in a limited way, namely, within the conventional paradigm. Novelty is pursued within the known unknown; scientists seek what is new, but not what is so new that it could overturn their beliefs.

The National Science Foundation, too, overtly claims to be seeking novelty. But to receive its support, one must make a proposal that specifies in considerable detail what one intends to do, and by what means, and what one expects to find, and what the significance of that will be. One must stick, in other words, to the known unknown. Moreover, one's proposal is submitted to peer review: Others in the same field are asked to judge whether the proposal makes sense, whether its aims are feasible ones. Such peer review cannot but be a wet blanket of conventional wisdom, and the private folklore of science understands that the most original proposals are also the ones for which it is hardest to get support.

NE RARELY NOTED ASPECT OF PEEF review is that, by and large but especially with the most brilliant ideas, the reviewers are less qualified than the authors of the research proposals. For one thing, each proposal is reviewed by as many as half a dozen peers, and their average competence is, solely for that reason, likely to be lower than that of the author of the proposal. . . . Further, the best scientists are also those whose time is most in demand and who will not be able to respond to all the requests made to them to review ideas, proposals, papers, books, and so on; and so the burden of doing the peer reviewing trickles down toward those who have more time but less talent. In addition, of course, whoever has evolved a proposal is likely—precisely for that reason-to know more about the specific details of that particular problem than anybody else in the world.

So even moderately successful scientists

learn to adjust to the predictability and mediocrity of peer review by camouflaging their best ideas: They seek support for "normal" research into the known unknown but then use some of the granted funds to follow their pet hunches. . . . Though it is fairly generally understood within the scientific community, it is not usually admitted in public that the grant-allocating mechanism supposed to serve creativity cannot and does not do so. . . . So surveys made by the National Science Foundation of those with whom it deals report predominant satisfaction with the foundation's activities. whereas private gossip among scientists features horror stories of the stifling of originality and

In the mid-1970's, a survey of NSF reviewers and grant applicants showed that they thought "the peer review system is an appropriate mechanism for making funding decisions, that it works quite well and needs few, if any, changes." . . . But when the questions were directly about stimulating novel research, "about two-thirds . . . agreed . . . that NSF is unlikely to fund high-risk, innovative research projects because its review process is too conservative. These results . . . came as something of a shock, amounting to 'a serious accusa-

That the NSF and its director should be surprised by this is merely another illustration of how widespread are misconceptions about how science works, even among those who manage it and fund it and make public policy about it. . . .

If society does support potentially revolutionary science, then it cannot know what it will get. Why then even try to support it?

O EVADE this uncomfortable question. the scientific community has been able to convince itself and society at large that corollary benefits inevitably flow from advances in scientific understanding. Only minorities-so far-have suggested that this has not always been so; or, even if it has been so in the past, that there is no guarantee it will continue to be so in the future (let alone that the benefits will be in some proportion to the initial expenditure). So we spend billions of dollars on larger and larger atom smashers even while most scientists (other than high-energy physicists) believe that nothing of practical human use remains to be discovered along that direction.

The support of pure science—the search for knowledge—cannot come easily or naturally from government. If totalitarian, the government is tempted to draw its distinction between correct, acceptable knowledge and other knowledge that is to remain taboo. If democratic, the government feels obliged to ac for its expenditures, and therefore to hold accountable those who do research under its support; and accountability eschews risk and seeks tangible results. But where concrete results are demanded, research becomes mundane, particularly when results are looked for within the usual lifetime of a research grant, typically no more than a couple of years.

-Henry H. Bauer, professor of chemistry and science studies at Virginia Polytechnic Institute and State University, in Scientific Literacy and the Myth of the Scientific Method, published by the University of Illinois Press. Reprinted by permission.



FRANCE

#### Letters to the Editor

Continued From Preceding Page ovese will no longer be director of the who form the "other side" of the department but look forward to continuing argument over basketball working with her on campus in the at UNLY. future. We also remain hopeful that It is possible that due to the strong lence and tolerate such diversity.

and 18 other Graduate Students in Women's Studies

#### U. of Nevadá keeps its basketball program

TO THE EDITOR:

Chronicle ("The Saga Continues: lence that Dr. Maxson has moved to-Tarkanian Asserts He Won't Go; ward in the past eight years. UNLV Says. 'Yes, You Will,' " March 4; "Business as Usual at Las Vegas: Dramatic, Bitter, Ultimately Ambiguous," March 11) have reported on the current situation at the University of Nevada, Las Vegas, regarding its basketball program. Each as non-extremists of these articles has provided some sense of the turmoil our institution finds itself in. There is indeed a fight for "the soul of the institution." . . .

Our faculty senate, after careful deliberations, has decided to reject the motion put forward by Professor James Deacon to disband the university's basketball program for two years. There are those who will contend that this is a show of weakness on the part of the university faculty, or that it displays diminishing support for the president. Those who support such a view will be proven quite wrong.

The faculty and staff of the University of Nevada, Las Vegas, strongly support the stance taken by Robert C. Maxson [president of UNLV]. His position that our basketball program must adhere to the letter and the spirit of NCAA regulations is strong and clear. Further, Dr. Moxson's demand that the university's basketball program take its proper place as one element within the university is also one that is difficult to challenge.

For the past several years, the basketball program at UNLV has enjoyed extraordinary success. This success has bred strong and emotional supsupport has been for the basketball the university of which it is a part,

the administration of Emory Univer- emotions in the present situation, the sity will appoint another director two sides may never come to an who will promote academic excel- agreement. What inust happen, however, is that Dr. Maxson must re-ANN SHORT CHIRHART ceive the support of those who wish UNLY to become the premier institution it has the potential to become. As a new staff person, I am impressed with what our institution has achieved during its less than 35 years of existence and what it may yet become. I can only hope that the Nevada Board of Regents and others will allow UNLY to continue to move to- TO THE EDITOR: Articles in two recent issues of The ward the high standards of excel-

PHILIP M. RICCI Management Systems Analyst University of Nevada at Las Vegas Las Vegas, Nev.

Portraying Christians

TO THE EDITOR:

Thank you very much for the refreshing and interesting article about Chester L. Quarles at the University of Mississippi ("Professor Offers Help to Missionaries Taken Hostage," February 19). There's so much "Christian bashing" going on in the media that it sometimes makes me feel paranoid about my faith. It's refreshing to read an article about a Christian who is making a positive contribution and who is not portrayed as a fundamentalist, a fanatic, or some other kind of extremist (which most of us aren't). . . .

DAVID E. SUMNER Assistant Professor of Journalism Ball State University Muncie, Ind.

More federal money needed for research

TO THE EDITOR: I would like to comment on the ar-

ticle on the change in NIH's Small Instrumentation Program and its impact on major research universities ("Loss of Federal Grants for Expensive Equipment Upsets Scientists at Major Research Universities," Febport. Unfortunately, much of that ruary 26). As a representative of a small institution who was interprogram alone, not for the university viewed for that article, I want to emin its entirety. It is the many (and phasize that I share the concerns of

cuts in budgets not only for sip but also for the Biomedical Research Support Grant Program and the Shared Instrumentation Grant Program. The problem of deteriorating facilities and obsolete instrumentation is one that is shared by large and small colleges and universities. The solution is not for NIH to be forced to pit one group against another, but for the government to provide adequate funding for the maintenance of the nation's research infrastructure.

ELIZABETH C. LIEBERMAN Director of Office of Sponsored Research Wellesley College Wellesley, Mass.

New interest in ethics ignores philosophers

I praise Richard J. Perry's Point of View article, "Why Do Multiculturalists Ignore Anthropologists?" (March 4). Popular movements are often confused with new ideas, and discussants are led to speak as if no one else has devoted thought and research to the topic.

A similar phenomenon is taking THE CHPONICLE OF HIGHER EDUCATION place in a renewed interest in ethics. Centers for ethics are springing up in view that we should "make better colleges and universities around the use of the knowledge we've acquired country. These centers are often so far, including the mistakes of the staffed by faculty with training in past." management, communications, medicine, law, and other professions. But

. . philosophers are rarely included n studies of "applied" ethics. As Mr. Perry finds with his colleagues, I often hear my fellow philosophers express a sort of perverse relief when they find that their exclusion from ethics programs is not peculiar to their own campuses.

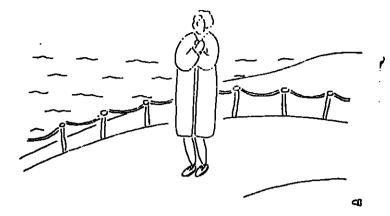
Since Plato, ethics has been a major part of philosophers' concerns. Can educated people really be unaware of the many volumes of moral philosophy produced by such important thinkers as Aristotle, David Hume, Immanuel Kant, John Stuart Mill, George Edward Moore, and more recently, Richard B. Brandt, R. M. Hare, Stephen E. Toulmin, John Rawls, and Philippa R. Foot? Ignorance of their work in meta-ethics as well as the wealth of recent journals filled with essays on applied ethics . . . results in sadly unsophisticated discussions that would hardly receive high marks in undergraduate

Just as Mr. Perry expresses his ceiving its due attention, philosolosophers also share Mr. Perry's

> Diversity is not a legitimate goal. The "role model" argument that is sometimes given in favor of hiring on the basis of something other than merit will not hold up under analysis. Students do not need to have role models of their own culture, race, or sex. In fact, I doubt whether many students need role models at all, and even if some students do need role models, for whatever reason, it does

The goal of recruiting students of diverse backgrounds also is not a legitimate goal. If some students are chosen on the basis of anything other than merit, it means that the school will have to refuse admittance to

iN



DORIS HAS HANKERING FOR @00D IDAHO POTATO

RON L. COOPER Adjunct Instructor of Philosophy St. Petersburg Junior College St. Petersburg, Fla.

SOMEWHERE

Affirmative action and ethical recruiting

TO THE EDITOR:

I read with interest your March 11 ' 'In' Box" column, in which you reported on the Council of Colleges of Arts and Sciences' draft of a statement to encourage more "ethical" recruitment practices. Whenever I read something about affirmative-action recruitment practices I look to see whether the author mentions the ethics of hiring substandard professors just to satisfy some quota. Usually, I am disappointed. No one ever seems to point out that it might be unethical to hire on the basis of something other than merit. Students-especially those at private schools—are paying very high tuition, and I think recruitment committees have an ethical duty to give them the very best faculty that money can buy. That means faculty must pleasure that multiculturalism is rewithout regard to other factors. . . .

there are many) people who support scientists and administrators at larging taken seriously. But phibe hired without affirmative action, since their qualifications will be suspect if the school that hires them has an affirmative-action policy. Students and other faculty will never be able to determine, with any degree of confidence, whether these faculty members were hired on the basis of merit or because they happened to help meet some quota.

> not follow that it is the university's job to provide them.

some students who are more meritarious because they are of the wrong racial or ethnic group. Such a policy is rucist and increases rather than alleviates racial animosity. It is also condescending to the groups that are favored on the basis of something other than merit. They will always

carry a stigma, since they will feel

that they were accepted because of

their race or other non-meritorious

attribute rather than ability. ROBERT W. McGEE

College teaching: Docs anyone care?

TO THE EDITOR: Your article "Colleges Expand Efforts to Help Teaching Assistants Learn to Teach" (March 4) was feafured in the same issue of The Chronicle as an Opinion article, "Too Many Full Professors: a Top-Heavy Pyramid." Coincidence? What are the well-paid full professors doing? suggest that they move out of their respective offices and/or research laboratories and into the classrooms. Parents of undergraduate students are not paying skyrocketing tuitions to have their children taught by graduate assistants, even "well prepared" ones with a whole semester of "training.

The credibility of higher education being severely strained; doesn't anybody really care about the quality of undergraduate teaching and learning? MARY JEAN W. PAXTON

Professor of Biology
Director of In-Service Education Center
Jacksonville State University
Jacksonville, Ala.

The large volume of letters to the editor of The Chronicle prompts this suggestion: Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be condensed.

Send them to: Letters to the Editor, The Chronicle of Higher Education, 1255 23rd Street, N.W., Washington 20037. Piease include a daytime telephone number.

April 8, 1992

#### THE CHRONICLE OF HIGHER EDUCATION

- Faculty exchange - For sale
- Housing exchange
- Index Positions available

# **Bulletin Board**

 Positions wanted Public notices

# Readers of The Chronicle are invited to use

How to use this service

these columns to find candidates for bona fide openings on their campuses, to seek new positions, and for other appropriate purposes.

#### Classified advertising rates (per insertion)

Display: \$62 per column inch (boxed ads) Regular: \$1.25 cents per word (agate type) Box number service: \$15 additional charge

No discount for multiple insertions

#### How to place ads

Please specify preferred publication date(s), format, and billing information.

**Phone:** (202) 466-1050, Monday, 9 a.m. to 2 p.m., Eastern time, Tuesday through Friday, 9 a.m. to 5 p.m., Eastern time.

**Telex:** 89-2505, 24 hours a day, 7 days a week. Cable: CHRON WASHDC, 24 hours a day, 7 days a

**Telecopier (FAX):** (202) 296-2691, 24 hours

a day, 7 days a week. First class mail: Bulletin Board, The Chron-

icle of Higher Education, Suite 700, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

Special delivery or express mail: Bulletin Board. The Chronicle of Higher Education, Suite 785, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

For information or to confirm receipt: (202) 466-1055, Monday through Friday, 9 a.m. to 5 p.m., Eastern time: FAX confirmations: (202) 466-1056.

Advertising submitted by individuals who have not previously established credit with The Chronicle must be prepaid. Individuals or institutions which have established credit will be billed at the time of publication. Payment should be sent to: Accounts Receivable, The Chronicle of Higher Education, Suite 700, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

#### To reply to box numbers

Address envelope to Box \_\_\_\_\_, The Chronicle of Higher Education, Suite 700, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

#### **Deadlines**

Copy and artwork must be received by the dates below. No cancellations or changes can be accepted after the closing hour (Eastern time). No space reservations accepted.

Issue Date	Closing Date
April 22	Monday, April 13, 2:00 p.m.
April 29	Monday, April 20, 2:00 p.m.
May 6	Monday, April 27, 2:00 p.m.
May 13	Monday, May 4, 2:00 p.m.
May 20	Monday, May 11, 2:00 p.m.
May 27	Monday, May 18, 2:00 p.m.
June 3	Friday, May 22, 5:00 p.m.
June 10	Monday, June 1, 2:00 p.m.

# **PUBLIC NOTICES**

JOB **SERVICES** 

HOUSING

**EXCHANGE** 

Current Education Job Lists; Teacher and administrator posts in schools and colleges. Subscriptions: 524 — 4 months; 516 — 2 months; Careers/Consultants in Education, 615 Main Street, Suite 453, Stroudsburg, Ponnsylvania 183600 (1291 A South Powerlice, Suite 136, Pompano Beach, Florida 33060

raculty-Administrators: Current openings fist—U.S.A.: \$9.00. Overseas: \$9.00. BISH, 4523 Amies, Fairfax, Virginia 2000.

employment opportunities of interest to college music teachers and students. \$25— 12 months. CMS Publications, Inc.; P. O. Box 8208; Missouls, Montans \$9807; or call 1-800-729-0235. MasterCard/Visa.

Pro-Write: Curricula vitae and cover le ters---1-800-321-1599.

RENTALS

NATIONAL HUMANITIES CENTER

CSNIFF

#### FELLOWSHIPS IN THE HUMANITIES

The National Humanities Center offers 30-35 fellowships for advanced tudy in history, philosophy, languages and literature, and other fields in the iberal arts. Representatives of the arts, the natural and social sciences, and liberal arts. Representatives of the arts, the natural and social sciences, and the professions may apply to pursue humanistic work at the Center. Scholars from any nation may apply. Applicants must hold doctorate or have equivalent professional accomplishments. The Center awards fellowships to senior scholars of recognized accomplishment and to promising young scholars. Young scholars must be undertaking research significantly beyond their doctoral dissertations. Fellowships are for the academic year—September through May. Stipends are individually determined, depending on the needs of each Fellow and the Center's ability to meet them. In most cases, the Center cannot replace full salary. The Center provides round-trip travel for Fellows and their immediate farmilies. Application deadline for the academic year 193-94 is October 15, 1992. For application material write to: Fellowship Program, National Humanities Center, P. O. Box 12256, Research Triangle Park, NC 27709-2256 USA. The National Humanities Center does not discriminate on the basis of race, color, sex, religion, or national or not discriminate on the basis of race, color, sex, religion, or national or ethnic origin.

SERVICES

New Age Books, Tapes, Supplies: Write Cosmifield, 1027 Missouri Street, Fairfield. California 94533.

Planned/Major Gift Professional. 16 years' development experience, 10 in rianned giving. Will work with high-quality, well-managed non-profits to increase their planned/major gift results. Higher education, professional education, health scionces, music, religion. Please pontact Box 31-100c, The Chroustel of Higher Education.

STUDY

**TOURS** 

GROUP **ORGANIZERS** 

GREECE TURKEY-EGYPT & SCANDINAVIA

We arrange air, land tours & cruises for your college and university study trips! Mediterranean, Nite and Scandinavian Fjord Cruises. Archaeology, History, Art & Architecture trips. Religion & St. Paul tours! 25 years' experience. Operators of unique work cruises. fors of unique yacht cruises to the Greek Islands for 25-50 persons at a price you can afford!

Wite today to: VIKING TOURS & CRUISES, INC., 50 Post Road West, Westport, CT 06880 or call (800) 341-3030 or fax (203) 226-2765.

**POSITIONS** WANTED

# **INDEX**

Extension services 41 Faculty/instructional develo 26, 40, 49

ellowships, chairs 34 Inance 12, 13, 18-20 Inancial aid 27, 32, 38 Good service/technology

Foreign language educate 17, 19, 20, 22, 25, 26 Foreign positions 10-13

To Positions Available in Display Ads

Academic affairs 12, 41, 43-48 Academic support services 23, 36 Accounting 12, 13, 18-21, 23, 25, 30 Administrative services 11, 12, 43, 46, 47, 49 Admissions/enrollment 27, 29, 33, 34, 37-39, 41, 45, 48 Admissions/enrollment 27, 29, 33, 34, 37-39, 41, 45, 48 Higher education administration 35 History 13-16, 18-20, 25, 31, 43 Home/consumer economics 10, 34 Horiteulture 17

Admission/enrollment 27, 29, 33, 34, 37-39, 44, 45, 48
Adult education 32
Actorization defended violation 21
Affirmative netion/minority affines 36, 47
Agriculture/agromomy 41
Akohol/drug counseling 46
Alumni affairs 42
Architecture/construction 43
Arthne arts 19, 22, 27, 45
Art history 16, 21
Asian studies 13
Athletics 19, 23, 26, 27, 31, 40
Biological sciences 11, 14-16, 19, 21-24
Bookstore management 35
Broadcast/news 16, 17
Business administration 16, 17, 20, 21, 24, 27, 36, 37, 42
Business affairs 26, 30, 46, 49
Business education 16, 19, 21
Career services 39, 40, 42
Chemistry 11, 15, 16, 18-22, 25
Child care 25, 29, 33
Communications 16-19, 26, 47
Computer information systems 16
Computer services 29
Construition when allow 46

Hornculture 17
Hotel/restaurant/travel 17, 24
Human resources 38, 44, 46
Humanites 14, 16, 22, 26, 38
Indonation systemoservices 12, 18, 24, 48
Institutional research/development 29, 32
Institutional research/development 29, 32
Institutional program/systemotion 11, 22
International program/systemotion 11, 22
International studies 13
Lubbr/multitural relations 12
Lawlegal studies 17, 45
International in 37, 41, 43, 44, 50
Linguistics 10

27, 28, 31, 37, 41, 43, 44, 50 Linguistics 10 Management 12, 16, 18, 19, 23, 25, 26 Management information systems 18, 21, 23, 32 Marketing 12, 13, 19, 23, 30, 35, 30 Mathematics 11, 15, 10, 18, 19, 21, 24-26, 32, 43 Medicine, health sciences 15-17, 20, 25, 28, 38, 42, 43, 49 Manstry 17, 34, 35 Multicultural affairs 31, 35

Natural/physical sciences 16, 25, 33, 42 Nursing 13-16, 18, 19, 24-27, 32, 43, 45 Nutrition 16, 20 11. 18. 21. 25
Computer services 29
Continuing education 46
Cosmetology 15
Counceling/counseling psychology 15, 17, 23, 30, 35, 37
Criminal justice 14, 18, 19
Court reporting 24
Colinary arts 17
Deans 12, 13, 40-46, 49
Dentilistry/dental hygiene 17
Development 28-30, 34, 36, 37, 40, 41, 46-48, 50

Nutrition 16, 20
Organizational behavior 12
Philosophy 22, 31
Photography 18
Physical education 14-16, 18-20, 23, 24, 26
Physical-plant management 34
Physics 20, 22, 23, 26
Political science 13, 16, 19, 20
Presidents, chancellurs, executive directors 29, 49-51
Presidents 25 staffs 34, 39
Printing 22

Presidents' staffs 34, 39
Printing 22
Psychology/psychiatry 10, 13-16, 18, 21
Public relations 37, 38
Quantitative method/startstics 11
Rudiology/radiography 15
Reading/language arts 12, 21, 23, 24
Read estate 18
Recreating/lenguage studies 26, 34
Recreating/lenguage studies 26, 34

de-48, 50
Developmental studies/education 14, 16, 25, 26
Early childhood/elementary education 12, 17-19, 21, 23, 24, 33
Economic 19, 24
Education 11, 13-15, 20, 23-26, 31, 33, 35, 44, 45
Educational administration/tendership 11, 33, 49
Educational foundations 18
Educational research 34
Electronics 11, 16, 17, 21
Energy studies 35
Engineering 10, 11, 15, 21, 26, 39
English 10, 13-17, 19, 21-23, 25, 26
English as a second language 19, 22
Environmental sciences/resources 26
Ethes 17 Real estate I8
Recreation/leisure studies 26, 34
Registrat/registration 31, 33, 39, 45
Rehabilitation vervices 17
Religious studies/factoring 16, 17, 51
Research administration 34, 39, 43, 44
Residence/student life 28-32, 35, 35, 37
Residence/student life 28-32, 35, 37-40
Safety sclerosystectring 14

Safety sciences/security 14 Science education 18 Science/technology 20, 42, 44 Social sciences 17, 43 pecial education 14, 18, 23 special education 14, 18, 23 speech/hearing sciences 19 speech/hearing 14, 20, 21, 23 17, 19, 20, 22, 25, 26
Foreign positions 10-13
Geography 13
Geology/earth sciences 15, 25, 51
Graptile art/design 10, 18, 19
Health education 15, 19, 25, 26
Health services auministration 15, 25, 28, 38, 43, 50

pecchinetons and affairs/services/activities 28-31, 34-30, 39-42, 45-49 Student union 31 Superintendents, principals 48 Tosting/measurement 21, 33 esting/measurement 2] Neatre orts 14, 21, 24

#### Geographic Index to Positions Available

Alabama 12, 20, 21, 24, 26, 32, 34, 38, Missouri 14, 18, 21, 23, 24, 34, 38, 39, 32, 43, 47

39, 43, 47 Alaska 31, 46, 51 Arizona 19, 20 Arkanaas 10, 15, 17, 22-24, 38, 51 California 11, 12, 14, 15, 19, 21-24, 26, 27, 33, 34, 36-40, 42, 44-50 Colorado 21, 29, 33-35 Connecticut 10, 19, 23, 30, 37, 38, 40, 47 40, 47
Delaware 11, 16, 37
Delaware 11, 16, 37
Delatrict of Columbia 22, 30, 32, 35, 40
Florida 10, 12, 14, 19, 25, 28, 32, 36, 42, 49, 51
Foreign 10-13, 20, 27
Georgia 16, 17, 21, 24-26, 28, 32-34, 37, 43, 45, 47, 48
Hawali 49
Idaho 16, 20, 22, 30-32, 34
Illinois 14, 16, 20, 24-28, 31, 33, 35, 40-44, 48-50
Indiana 16-18, 29-31, 33, 38, 41, 45
Iowa 10, 19, 21, 22, 24-26, 39, 43, 46, 47, 50
Kansaa 20, 27, 40, 47, 49 46, 47, 50 Kansas 20, 27, 40, 47, 49 Kontucky 10, 12, 18, 25, 34, 36, 45, 47 Louistann 13, 20, 25, 28, 33, 39, 46, 48 Maine 11, 36, 38, 39 Maryland 20, 23, 29, 30, 33, 38, 41, 44, 50

Massachusetts 13, 19, 23, 28-31, 37, 39-41, 46 Michigan 15, 19, 22, 25, 27, 29, 34, 38, 42, 44

Minnesois 10, 14, 24, 29-31, 33, 35, 41, 46, 47, 50 Mississippi 30

42, 45, 51
Montana 17, 31, 50, 51
Nebraska 11, 13, 22, 27, 30, 38-40, 48
Nevarla 20, 23, 27, 47
New Hampshire 28, 30, 39
New Jersey 23, 26-28, 40, 42, 44, 51
New Mexico 12, 16, 37
New York 12, 14, 18, 19, 22-29, 33-36, 38, 40, 42, 43, 47-49
North Carolina 13, 15-18, 20, 28, 33, 40, 42, 44, 47, 50, 51 40, 42, 46, 47, 50, 51 North Dakota 16, 17, 28, 30, 44 Ohio 10, 12, 13, 16, 18, 24-26, 28 Olito (0, 12, 13, 1a, 18, 24-26, 28, 30, 32, 33, 36, 43, 44, 49, 50 Okluhoma (0, 14, 19, 22, 24, 31, 43 Oregon (0, 13-17, 22, 23, 25, 29, 32, 37, 40, 41, 45, 50 Penesylvania 17, 18, 22, 24, 28, 29, 32, 35, 37, 40-42, 44, 46 South Carolina 11, 14, 18, 20, 23, 27, 31, 36 South Dakota 10
Tennessee 14, 15, 18, 20-22, 24, 25, 32, 35, 38, 42, 50
Texas 12, 15, 17, 18, 20, 31-33, 35, 36, 38, 42-44, 48, 50, 51
Utah 16, 28, 42-44
Vermont 12, 14, 23, 34, 38, 45
Virginis 10, 11, 13, 15, 19-21, 25, 29, 32, 34-37, 39, 42, 44, 48, 50
Washington 13, 15-21, 33, 35, 45
West Virginis 12, 17, 21, 23, 35, 45
Wisconstin 13, 14, 16, 18, 26, 28, 32, 33, 35, 37, 43, 46, 48, 50
Wyoming 28





"The exclamation mark is a favorite of yours, isn't it, Ms. Haskins?"



SCHOOL OF COMPUTER SCIENCE AND ENGINEERING

LECTURER/ SENIOR LECTURER

(Tenured/Tenurable Appointment) -3 Positions REF. 130

LECTURER

(Fixed Term Appointment) - 2 Positions

Applications are invited for appointment to the positions of Lecturer or Senior Lecturer in the School of Computer Science and Engineering.

Applicants should have a PhD or equivalent. It is important that applicants have teaching and research experience. Experience in research supervision or industrial experience would also be desirable.

experience would also be desirable.

The School's responsible for searching in the Computer Science majors in the BSc and BA programs. In 1989 in association with the School of Electrical Engineering in commerced a new four year course in Computer Engineering leading to the degree BE. The School also participates significantly in the teaching of Electrical Engineering students.

Nearly all of the teaching is workstation-based and there is currently a teaching network of some 250 Apolio and Hewkell Packard workstations. It is intended that this be expanded to more than 250 workstations in the short term, in addition there are several servers and a computer ideracy laboratory has been established. There are a visualisation faboratory containing Silicon Graphics machines that is available for research and project work.

The School's research is below accorded. Present that it is a transferred to the facilities of the feaching and project work.

In School's research is being expanded. Present work includes projects related to unfiscial intelligence, machine learning, expert systems, computer lenguistics, human interface computing, deductive data base systems, non-deductive data base management, application genorators, VLSI, parellel and distributed processing, robotos, neural networks, pattern recognition, software engineering, algorithms and programming languages, formal programming methods, image processing, and special purpose hardware. The School has collaborative research under way with the Centres for Cognitive Science and for Blomedical Engineering and the Schools of Electrical Engineering, surveying, and Geography. The School has responsibility for graduate bathing in the Computer Science/Computer Engineering and information Science areas, it also offers a program in computer education that is directed to secondary school reachers. Applicants may have research interests in any of the areas of Computer Science. Computer Engineering, or information Science. The School is concerned to build its expertise in the areas of computer hardware and computer architecture, digital communications, image processing, and software engineering; applicants from these areas will be particularly welcome. Applicants should note that they may be called upon to tecture and take laboratory classes in subjects offered in early year Computer Science subjects.

There are some 30 members of academic and teaching staff, it to planned to increase

There are some 30 members of academic and teaching staff, it is planned to increase the number of academic staff to more than 40 by the end of 1992. The positions will the number of augments than to more than to your error or 1852. The possible will be available from July 1992. Applicants should note there are tixed term appointments for a term of 3 years and tenured/lenurable appointments where appointment will either be with tenure or on the basis of a contract with provision for

Applicants should indicate the type of appointment for which they wish to be considered by quoting the appropriate reference number.

Further information from Professor John Hiller, Head of the School on 61 2 897-5518, or Professor Graham Heliestrand on 61 2 897-4028, or from the Dean of the Faculty, Professor Mark Walnwright on 81 2 897-5000.

Salary: Level 8 Academic range: A\$38,500 - A\$48,000 per annum Level C Academic range: A\$47,500 - A\$55,000 per annum Commencing salary according to qualifications and experience.

pplications close 29 April 1992.

PLEASE QUOTE Appropriate Ref. 130XX/Ref. 129XX.

FOR THE ABOVE APPOINTMENTS: Applicants should indicate the type of appointment for which they wish to apply. A separate application is required for each reference. Please submit written application, QUOTING REFERENCE NUMBER, and include business and private telephone numbers, logather with names, ackresses (and preferably facsimile numbers) of two referees, curriculum vites and transcript of academic record to: The Recruitment Officer, Staff Office, PO Box 1, Kensington, NSW 2033, Australia: OR fax to [61 2] 862 2832. People from targeted EEO groups are encouraged to apply.

Academic Advisury Academic Advisor/Articles of the posture of the

DEPARTMENT OF ENGLISH LANGUAGE

**KUWAIT UNIVERSITY** Invitations are invited for the following positions which are tenable as from September 1, 1992 at all faculty ranks (Professor, Associate Professor, Assistant Professor):

Linguistics: Semantics/Syntax (Transformational Grammar)

& LITERATURE

College of Arts

Literature: Drama (Shakespeare/Modern Drama)

Requirements: Ph.D. In the specified area, a minimum of three years' experience in teaching at university level and publications within the discipline in refereed journals.

Contracts and Benefite: The usual contract is for one-year, renewable upon agreement of both

Tourist class air tickets will be provided once a year for appointee, spouse and up to three children under 20 years of age to the country of permanent residence. Free medical and dental care, low-cost fully furnished accommodations, summer vacation and mid-year vacation. Method of Application: Applications and Conditions of Service may be obtained from:

Kuwali University Office 3500 International Dr., NW Washington, D.C. 20008 Telephone: 202-363-8055

Completed applications, together with non-returnable copies of transcripts and sample publications must be sent directly to:

The Dean Faculty of Arts Kuwalt University P. O. Box 23558 Safat KUWAIT 13096 FAX: 965-484-6512 or 965-483-7108

DEPARTMENT OF ENGLISH LANGUAGE & LITERATURE

الجربان والأحرب فروائي الحديد البرياني المدرون والترانية والمراوية والمرازية والمرازية والمرازية والمرازية

College of Arts **Kuwait University** 

Immediate vacancies exist for qualified Language Instructors. Candidates must have an M.A. in Applied Linguistics (TEFL) or Linguistics, English or an M.A. in a related field with a minimum of two years' EFL teaching experience at university level.

The maximum teaching load is 15 hours per week with many opportunities for research and individual pursuits. opportunities for research and individual pursuits.

Salaries are in the range of 450 KD per month (1 KD = \$3.44 approx.) depending on experience. There is no taxation and money can be repatriated without restriction. Evening school and summer school provide ample opportunities to supplement income.

Low-rental furnished accommodation is provided together with free utilities. Large family-sized apartments are provided. Medical and dental care is free. Free economy air tickets are provided annually to place of permanent residence. 12-week paid summer vacation, 2-week mid-year break and official holidays.

Applicants should sand detailed CV's directly to. Applicants should send detailed CV's directly to:

The Dean
Faculty of Arts
Kuwalt University
P. O. Box 23558 Sufat
KUWAIT 18006 FAX: 965-483-7108 or 965-484-6512

فلاعت المستحديد أأوا والمستحد أجائه أناء بمستحير في المستحد المستخدمات والأمط أفاره أمد المستعوارات

mately 1,000 students, recognized by U.S. News and World Roport, and has branch contrasted in Osaka and Uli, Japan. A letter of application, résumé and 3 references situate de forwarded by May 1 to Office of Admission, Phillips University, 100 South University Avenue, Ead, Oklahoma 17701-6439, Phillips University is an Equal Opportunity Emphoyer.

Admission Assistant/Associate Director of Admissions, Coeducational, 9-12 boardingday school seeks candidates for the above 12-month position. Responsibilities include 6 weeks of travel, impriry follow-pad spellication evaluation, interviewing, implementation of open-bouse and complete responsibility for financial skills. Responsible is critical along with demonstrated organizational skills. Résumé and three references to Wendy Thompson, Director of Admissions, The

THE UNIVERSITY OF WESTERN AUSTRALIA

Perth

2 SENIOR LECTURERS (TENURABLE) (REF. A10/92) 1 LECTURER (TENURABLE) (REF: A11/92) 1 LECTURER (FIXED TERM) (REF: A12/92)

Department of Psychology

Applications for these positions are invited from candidates with research interests in any area of Psychology.

For one of the Sentor Lecturer pasts, expertise in the field of Organisalous Psychology is highly desirable. A successful candidate in this area will be expected to provide teaching and research leadership, taking responsibility for the Organisational Psychology stream of the two-year Master of Psychology programme. Professional experience is desirable. The ability to forgo links with the local commercial and business community and strong research record (evidenced by such indicators as publications, research grants or contract funds) are essential.

grants or contract times) are essential.

Although academic excellence will be the major criterion in each care, Cognitive Neuropsychology, Personality and Sucial Psychology are stess which would be especially valued. Applicants who wish to be considered for appointment at Senior Lecturer level would be expected to possess Ph.D. have a strong record of published research and have substantial experience in University teaching. Applicants for a lectureship would be expected to possess a Ph.D., have a promising record of published research and here some experience in University teaching. A record of success as a practitioner in a field may be considered to offset some of the normal academic prerequisites.

The Department of Paychology has an outstanding record of research, is one of the largest and most vigorous in this thriving University and facilities for teaching and research are excellent. Housing costs are among the losest in Australia, the climate makes possible a wide range of lifestyles, and then are attractive removal and other henefits. Empiries to the Head of Department, Dr. Chris Pratt, either by telephone on (09) 380-3278, by fax (09) 300 figure 1006 or by email (christ@pay.uwa.oz.au).

SALARY HANGE: Lecturer Level B \$39,463-\$17,150 p.a. Senior Lecturer Level C \$48,688-\$56,375 p.a. CLOSING DATE: 22 May 1992.

Benefits include superannuation, faces to Perth for appointer and dependent family, removal allowance, study leave and long service leave. Conditions of appointment will be specified in any offer of appointment which may be made as a result of this advertisement. University policy on salar loadings is currently under reviews.

Written applications quoting reference number, telephone number, qualifications and experience, and the names, addresses and faxtelephone numbers of three referees should reach the Acting Director, Personnel Serices. The University of Western Australia, Nedlands, WA 6009, by the closing date.

THE UNIVERSITY IS AN EQUAL OPPORTUNITY EMPLOYER AND PROMOTES A SMOKE-FREE WORK ENVIRONMENT.



# **University of Otago**

Te Whare Wananga o Otago

LECTURER IN DESIGN STUDIES (Three year fixed term appointment)

Applications are invited for the position of Lecturer in Design Studies in the Department of Consumer Sciences, School of Consumer and Applied Sciences. Preference may be given to applicants with expertise in one or more of the following areas of Design Studies: functional and aestheic aspects of product design, built space, visual communications, ergonomics, design history.

The person appointed will be expected to engage in an active programme of research and contribute to the teaching and development of Design Studies courses. The appointment is for a fixed term of three years, in the first instance.

ry: \$NZ37,440 - \$NZ45,448 per annum depending on qualification

and experience.

Purther particulars are available from Mrs N.J. Carr, Head of the Department of Consumer Sciences PAX (64)(3)179-7567, Telephone (64)(3)479-7553 or B-mail, POCASADM at Olago. AC.NZ. or from the Registrat Mr D.W. Girvan P.O. Box 56, Dunedin, New Zealand, (Fax (64)(3) 4741-697).

Applications quoting reference number A92/10 close with the Regist 8 May 1992.

Equal opportunity in employment is University policy.

dents, research and public service are encouraged and supported. SAU believes that cultural diversity is essential to the educational process, thus applications from minorities and women are strongly encouraged. Applications will be accepted until the position is filled. The formal review process will begin Arril 30, 1992. Interested persons should send a letter of interest, résumé and the names, addresses and telephone numbers of three people who may be contacted as references to: Director of Personal Contacted as refere contacted as references to: Director of Personnel, Southern Arkansas University. SAU Box 1288, Magnolia, Arkansas 1773; telaphone: (501) 235-4008, Affirmalive Action, Equal Opportunity Employer.

ment, 1500 Birchmont Drive Northest, Bernidji, Munesoda 5660-299, by April 27, 1992. Equal Opportunity Educator and Employer.

MASSEY

**LECTURER/SENIOR LECTURER IN** EDUCATION

**Educational Administration** 

Applications are invited for the above position in the Department of Education.

Applicants should hold a higher degree with major emphasis in educational administration and should have some experience of successful leadership in educational organisations.

The appointee will be required to participate in eaching and research in educational administration particularly in the core papers and the supervision of student research in the Master of Educational Administration Degree Programme which is taught extramurally and internally.

The appointee will commence duties as soon as possible, but no later than the beginning of the 1993 academic year. Further information is available from the Head of Department, Professor William Tunmer. Reference no. CHE 20/92 must be quoted.

Closing date: 31 May 1992. Further details of the above position together with Conditions of Appointment are obtainable from Mrs V B Bretherton, Personnel Section, to whom applications,

ncluding a full curriculum vitae, and the names. addresses and fax numbers of three referees should be sent before the closing date specified.

B.R.H. Monks

We are an Equal Opportunity Employer.

Palmerston North • New Zealand Telephone (64) 6 356-9099 Fax (64) 6 350-5615



Faculty of Science

LECTURER School of Mathematics and Statistics

Reference No B12/02

The School of Mathematics and Statistics has active research groups in the following areas: applied mathematical and computational modeling, algebra, analysis, category theory and combinatorics, computational and discrete mathematics, nonlinear analysis, statistics, topology and geometry.

Preference will be given to candidates whose research interests are in the area of applied mathematical and computational modeling and whose sencintment would attendited existing.

ars in the area of applied mathematical and computational modelling and whose appointment would strengthen existing research groups in the School. Candidates must have a PhD, a strong research record and a demonstrated commitment to excellence in teaching.

Courses in mathematics are given at all levels and include computer-based courses. Both research and teaching are supported by a large network of workstations, including several high-performance processors and colour graphics systems.

Appointments to isctureships have the potential to lead to tenure and are usually probationary for three years. Assistance with relocation expenses to Sydney will be provided. The position is available from Semester 2 1982. Further information from Associate Professor C J Durrant, tel: 692 3373 or email: durant-of-mathe-eu.oz.au.

salary Scales:
Lecturer
Level B \$39,483 - \$48,888 p.s.
Associate Lecturer
Level A \$27,080 - \$38,950 p.s.
Top salary scale unavailable until July 1992
Method of application for academic positions: Three copies of the applications, quoting reference no., and including curriculum vitae, list of publications and the names, addresses and fax nos., of at least three and no more than five referees.

cations, tenure-track, beginning August 15, 1992. Teach courses in contemporary issues, non-tradisional media, performance, site work and video. Must demonstrate an unconditionally strong commitment to teaching and exhibition of non-tradisional art forms. Master's degree required. Evidence of recognition of schievement at national and international levels is preferred. A thorough understanding of technical tools as this pertains to non-traditional art making is required. Send 20 sildes and other appropriate documentation, resume, statement of teaching philosophy and three letters of recommendation to: Chair Search Committee, Art Department, University of Kentucky, 207 Fine Arts Building, Lexington, Kentucky 40506-0022 by April 22, 1992.

Nebraska 68068. Deadline for applications is April 24, 1992 or until the position is filled. AA/EOE.

Art: Instructor: Starting salary range: \$27,538-537,637. Position begins August, 1992 (contingent or funding which will be determined April 8, 1992). Regulars M.A. degree in Fine Arts, Art or Art History, or B.A. degree in same with M.A. in Humanities or California Community College Credit in Fine and Applied Arts and Related Technology or the equivalent. Two years' teaching experience at community of the search of the captable Applied from August 15, 1992. Closing date for applications: May 1, 1992. Send a curriculum vied Technology or the equivalent. Two years' techning experience at community college level preferred. Call for application and Job annouscament at (209) 324-6000. Deadline: May 15, 1992. Send application materials to: Ms. Isnet Pullmolo, Merced College, Office of Human Resources, 3600 M Street, Merced, California 93348-2898. AA/EOE.

AA/ECE.

Art History: Art Historian—Pre-Moderniat (tentativo). University of Maine. Assistant Professor, full-line. Possible tenter-track position contingent on funding. Salary and benefits competitive. Start August 31, 1992. Specialization is open. Competency should include pre-modern European art. Teaching load it three courses per semester. Familiarity with current theoretical issues praferred. Ph.D. (ABD considered), teaching experience and publications preferred. Send letter of application, curriculam vitas, list of graduate courses, statement of teaching shilosophy, writing sample, and three letters of recommodation. Review begins April 20, 1992. AA/EOE. Laurie Hiots., Cair of Search Committee, Art Department, Carnegle Hall, Orono, Maine 64469.

Aumsi 15, 1992. Closing date for applications: May 1, 1992. Send a curriculum vitae, official transcript of highest academic
degree earned, sample of recent publication of dissertation abstract, and three confidential letters of recommendation to Aifred Ward, Chair, Department of Art and
Design, Winthrop College, Rock Hill,
South Carolina 29733. Winthrop College is
an Equal Opportunity institution and an
Affirmative Action Employer.

# 香港城市理工學院 City Polytechnic

of Hong Kong

The City Polytechnic of Hong Kong is a well established degree granting institution in Hong Kong. Its current student population is 12,500 and the number is expected to grow to 20,000 by the mid-1990's. The Polytechnic is committed to excellence in teaching and research and to a close relationship with the community and industry. The medium

Applications are invited for the following headship position with the possible title of Professor:

FACULTY OF SCIENCE AND TECHNOLOGY

Head of Department of Biology and Chemistry

The Department of Biology and Chemistry will be formed at the beginning of the academic year 1992/93, as a result of the splitting of the existing Department of Applied Science into the Department of Physics and Materials Science and the Department of Biology and Chemistry. As SEC (Hons) degree programme with named awards in Applied Biology and in Applied Chemistry is being planned for the new Department of Biology and Chemistry for Introduction in 1992-93.

The Head of Department will be expected to provide strong academic

leadership in the development of the teaching and research in the Department. Experience in the management of an academic department would be an advantage. Initial appointment will be on a four-year contract with interim gratuity payable after two years. Candidates who wish to be considered for the title of Professor should indicate this clearly in their application.

Qualifications for Appointment
Candidates should possess appropriate academic and professional
qualifications, substantial relevant experience in tertiary education
and a successful record of research and scholarship.

Not less than HK\$54,750 (US\$1 = HK\$7.74 approximately) per month plus a gratuity equal to 25% of the basic salary over the contract period and generous fringe benefits.

period and generous tringe penerius.
Further Information and Application
Further information concerning the post and the Polytechnic can be
obtained from the Personnel Office, City Polytechnic of Hong Kong.
83 Tat Chee Avenue, Kowloon, Hong Kong. (Fax:7889334) Applications in the form of a current curriculum vites with the names of three
academic referees should reach the Personnel Office by 2 May 1992.

THE CHINESE UNIVERSITY

OF HONG KONG

The Chinese University of Hong Kong (founded 1963) offers comprehensive programmes up to Ph.D. level in the Humanities, Business Administration. Science, Medicine, Social Science, Education. Engineering and Architecture. Current student enrolment is 9,300 full-time equivalent, which will expand to 11,500 by 1994-95. The University is very active in promoting research and consultancies and Ilaising with industry and the business sector worldwide. Both English and Chinese are used in teaching and administration.

Applicants should possess a higher degree (preferably a Ph.D. degree), competence in the development and research in interdisciplinary studies, as well as strong academic background in Chinese culture studies and/or education. The appointee will be required to teach general education courses. Experience in teaching university general education or related experience will be an asset. The post is tenable from August 15, 1992.

Annual Salary
HK\$309,120-350,700 by 2 Increments BAR
HK\$371,520-516,480 by 7 Increments
(Approx. exchange rate at March 25, 2992; US\$1 = HK\$7.8; \$1 = HK\$13.3)

Starting salary will be commensurate with qualifications and experience.

Conditions of Service

The University offers a comprehensive remuneration package. For superannuable appointment, benefits include leave with full-pay, contributory superannuation scheme (University 15%, appointee 5%), medical and dental care, education allowances for children, housing benefit for an appointee with annual salary of HK\$329,880 or above (with appointee contributing 7.5% of salary towards the provision of housing). Appointment may also be made on fixed term contract which carries equivalent benefits including contract-end gratuity (15% of basic salary) in lieu of superannuable benefits. The University may also consider more flexible terms for suitable candidates.

Application Procedure
Send full résumé in duplicate, giving full particulars, as well as names and addresses of 3 referees, together with copies of qualification documents (in duplicate) and recent publications to the Personnel Section, The Chinese University of Hong Kong, Shatin, Hong Kong (fau (852)603-5026) before April 28, 1992. Please quote the reference number 9/509/2/92 and mark "Recruitment" on cover.

Salary and Conditions of Service

Applications are invited for:

ELECTRONIC ENGINEERING (tenable immediately) HEAD OF DEPARTMENT

(tenable in early 1993) The Hong Kong Polyrechnic was established in 1972. With a full-time equiva-lent student population of 13,500 and a full-time academic staff establishment of around 1,000, it is the largest of the higher education institutions in Hong Kong, offers a wide range of advanced courses and pursues research to dictor-

OF COMPUTING

Hong Kong Polytechnic

**HEAD OF DEPARTMENT OF** 

Department of Electronic Engineering
The Department of Electronic Engineering offers a part-time MSc Degree course in Electronic Engineering and a Heng (Hors) Degree course in a sandwich or full-time as well as part-time basis. In addition, the Department also offers a range of postgraduate and higher diphonia/higher certificate programmes. Currently, it has approximately 28 MPhil/Ph D. research students, 40 part-time MSc students, 401 full-time students and 400 part-time students in 1991/92, the Department has an academic establishment of 47, and empsys strong technical and administrative supports.

Department of Computing offers a part-time MSc Degree course in Information Systems, a BAII fons) Degree course in Computing Studies and a BAII fons) Degree course in Computing Studies and a BAII fons) Degree course in Information Technology. In addition, the Department also offers a range of postgraduate and higher diploma/higher certificate programmes. Currently, it has approximately 4 MPhIPh.D. research students. 30 part-time MSc students, 570 full-time students and 70 part-time students. In 1910 12, the Department has an academic establishment of 56, and enjoys strong technical and administrative support.

Both departments have close links with local industry and these are reflected in a range of consultancies in each department. Research is being vigorously pursued. The Head of Department will, in each case, he expected to provide tradership to his/her team of academic staff in all aspects of academic activities including teaching, research and consultancy.

Qualifications and Experience
Candulates should have high academic qualifications at doctoral level and appropriate professional qualifications, together with a proven record of research activities and publications. Relevant experience in industry and the professional will be distinct additional advantages. Candidates will also be required to demonstrate the personal qualities necessary to lead and manage a stable Department with all its diverse functions.

Professorial Title Consideration will be given to the award of the title of Professor to a saniably qualified appointee.

Salary and Conditions of Service
The salary is within a range and not less than HK\$657,000 p.a. (USSI = HK\$7.74 approximately as at 24 March 1992)

Initial appointments at this level are normally made on a fixed term contract of four years at the end of which a granity equal to 25% of salary carned over the whole contract period is payable. Subject to mutual agreement, a further appointment may be offered at the end of the initial contract period, either on the basis of a further graunity bearing fixed term contract or on superannuable terms. Other benefits include subsidized housing, leave, passages, nuclical and dental scheme, and children's education allowance.

Application
Application
Application including curriculum vitae and manes of three referees should be sent to the General Secretary. Houg Kong Polyneclanic. Hung Hom, Kowloon, Hong Kong, before May 8 (Fax 852 364 2166). Further information is obtainable by nominations. The Polynechnic reserves the right not ro fill these posts or to fill them by invitation.

UNIVERSITY OF DELAWARE (USA) Administrative Director (in London, England)

Applications are invited for the full-time position of Applications are invited for the full-time position of Administrative Director of the University of Delaware London Programme. The Director is responsible for the academic and administrative management of the programme. Duties include budget control, operation of PAYE, cultural and academic programming, faculty and student recruitment, staff supervision, facilities planning and a high level of interaction with students. The successful applicant must have qualifications commensurate with those of academic appointments at the University of Delaware as the Administrative Director also teaches one course per term. Position commences June 1992. A competitive salary is being offered, a latter of application, c.v., and names and addresses of three references should be sent to:

Dr. Robert A. Rothman University of Delaware international Programs and Special Sessions

325 Huillhen Hall, Newark, Delaware 19716-1450. Closing date for applications: April 24, 1992.

The University of Delaware is an Equal Opportunity Employer which



Design Winthrop College, Rock Hill, South Carolina 29733. West Main Street, Danville, Virginia 26541.

Athletics: Head Women's Baskerball Coach Averett College, Danville, Virginia sheatball and softball, some teaching conductor track) of physical education (non-teacure track) of physical education (activity courses, recruiting prospective student-shipteness and advising of students. Averett is a mamber of the Dista Conference, NCAA Division lit. Master's degree required. Send resume, transcripts and three letters of reference to Dr. Mastom Huckabee, Provort, Averett College, 20 West Main Street, Danville, Virginia 24541.



The College has the following vacancy starting in the 1992 Pall Semes

Because of significant enrollment growth and dependent on state funding the College anticipates the following vacancies starting in the 1992 Pall Sense;

Instructor of Humanities/English or History: Responsibilities includetation courses in designated subject areas. Minimum requirements include a master's degree with at least 18 graduate semester credit hours in teating field(s); master's degree or doctorate in field preferred.

Instructor of Blology: Responsibilities include teaching courses in Antony and Physiology, Biology, and some general science courses in transfer and slick health programs. Minimum requirements include M.S. in area of Blong, proferably with strong background in Anatomy and Physiology and general biology. Minimum of one year college experience in the teaching lectures and laboratories, preferably in a community college setting and with allied health and marging students.

Speech/English Instructor: Responsibilities include teaching Speech/English courses. Minimum requirements include master's degree with at least it graduate somester credit hours in Speech and English; master's or destorate in Speech or English preferred; experience teaching Speech/English at colege level; some community college teaching experience preferred.

All positions require academic advising, typical faculty committee service, and adaptability to varied students needs. Salary will commensurate with experience. Job date for all positions is August 19, 1992.

icreening will begin April 27, 1992, and will continue until positions are file

Greenville Technical College is a comprehensive community college located as a metropolitical area of over 600,000 people in upstate South Carolins. The beautiful Blue Ridge Mountains are less than an hour's drive away. Charleson and the world-famous beaches of S.C. are within a three-hour drive. The College enrolls over 8,500 students in credit courses and 25,000 continuing education.

Minority applicants are encouraged to apply. Submit resume, transcripts, and three references to: Personnel Services, Greenville Technical College, P.O. Box 5616, Greenville, S.C. 29606. ROE/Affirmative Action Employe.

Research Assistant Professor

SERIOUS EMOTIONAL DISTURBANCE

The Center for Developmental Disabilities, the University Affiliated Program of Vermont at the University of Vermont is accepting applications for 2 faculty positions in the area of serious emotional disturbance. A doctorate in Psychology or Special Education (ABD acceptable) with an emphasis upon non-aversive behavior management, skill-streaming, behavior disorders or emotional disturbance is preferred Positions include leaching and supervision of graduate students, providing inservice training and technical assistance to participating schools, developing collaborative transition teams for returning streams from out-of-state placements, developing interagency working local level, and gathering data to validate a community-based mode for serving students with services at the for serving students with services are the for serving students with services and itself families. Rank and salary based upon qualifications and experience fostletter of interest and vita to:

Wester Library of Services and Services and Services send letter of interest and vita to:

Wayne L. Pox. Ph.D., Director Center for Developmental Disabilities The University Affiliated Program of Vermont University of Vermont 489C Waterman Building Burlington, Vermont 05405 (802) 656-4051

The University of Vermont is an Equal Opportunity Employer.

instructor of History/Western Civilization: Responsibilities include: Instruction of sustory/vectoria C.PVHIZALION: Responsibilities include teaching History and Western Civilization courses. Minimum requirements includenater's dogree with at least 18 graduato semester credit hours in history; master's or doctorate in history preferred; experience teaching history at college level; one community college teaching experience preferred. Experience in teaching the college of the contract dealership.

#### UNIVERSITY OF WISCONSIN - MILWAUKEE **Department of Human Kinetics**

Adjunct Assistant Professor - Psychology of Physical Activity

The Department seeks applicants for a fixed-term one-year position who have earned doctorates with an emphasis in the Psychology of Physical Activity. A research locus in the psychology of physical activity as it relates to health outcomes is desirable Applicants with research programs in the psychological aspects of preventive and rehabilitative exercise are encouraged to apply. Salary is dependent on qualifications.

Salary is dependent on qualifications.

The Department of Human Kinetics in the School of Aliled Health Professions offers both BS and MS degrees The BS program provides the academic and professional preparation of students entering the field of leisure services with concentrations in community recreation, health/fliness leadership and therapeuic recreation. A human movement science focused MS degree is offered to students who include practicing allied health professionals [PT, OT, RN] and educators. Departmental research facilities include the Human Performance, Exercise Physiology, Motor Control/Learning, Psychosocial and Biomechanics Laboratories, and a school-wide animal research facility. There are seventeen full-time departmental faculty and staff. The University is one of two doctoral degree-granting institutions in the University of Wisconsin System The 90-acre campus is located on Milwaukee's northeast side near Lake Michigan. The Milwaukee metropolitan area, with over one militon inhabitants, offers diverse opportunities for research collaboration.

Cualifications: Eamed doctorate with emphasis in psychology of physical

Qualifications: Earned doctorate with emphasis in psychology of physical activity, a demonstrated ability to conduct research in the emphasis area, commitment to related scholarly/professional organizations, and commitment to seeking extramural funding

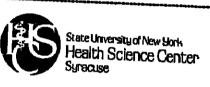
Responsibilities: Instruct undergraduate and graduate students in the area of psychology of physical activity (development of a new undergraduate course for the general student is expected), direct and advise Master's students in this area, develop and maintain an active research program, seek extramural funding, engage in university scholarly/professional service activities.

Application Procedure: Applications should include a letter describing the applicant's research program, curriculum vitae, college transcripts, samples of published research, and names (addresses/phone numbers) of three references. The Committee will solicit letters. Send information to:

Dr. Barbara A. Hart Df. Barbara A. Hart Chairperson. Search and Screen Committee Department of Human Kinetics - P. O. Box 413 University of Wisconsin-Milwaukee Milwaukee, WI 53201-0413

[414] 229-5678 • Fax [414] 229-4666 Applications must be postmarked no later than 1 May 1992. Applications must be postmarked no letter than 1 may 1974.

UWM is an Affirmative Action, Equal Opportunity Employer. Filling of this position is contingent upon budgetary and administrative approvals. The University of Wisconsin System is required to release, within two days of a request after the deadline for receipt of nominations and applications, a combined, undifferentiated list of all nominees and applicants.



# NURSING FACULTY POSITION

The College of Nursing, SUNY Health Science Center at Syrocuse, invites applications for a full-time, tenure track position for Research and Evaluation. Responsibilities include teaching, maintenance of personal program of funded research, guiding faculty and students in research design and data analysis, guiding faculty in gransmanship and in implementation of College of Nursing Master Evaluation Plan. Opportunity crists for collaborative clinical research in campus-based University Hospital.

Required qualifications include earned doctorate, master's degree in nursing with corresponding experience in parent-child, pediatrics, or family nursing, and a minimum of 3 years' undergraduate/graduate leaching experience. Successful experience in research and grantsmanship highly desired. Rank & salary dependent upon qualifications and experience.

Candidates should submit a letter of application, current CV, and names of three references to Dean M. Janice Nelson, College of Nursing, SUNY Health Science Center at Syracuse, 750 East Adams Street, Syracuse, New York 13210, by June 15, 1992.

SUNY Health Science Center at Syracuse is an EEO/AA Employer

Child and Family Studies; tenute track position. Qualifications: Th. D. in Early Child-hood Special Education preferred, M.S. required; cliable for Minnesota licensure in ECSE; experience in ECSE programs with inflants and/or children with sever-project courses, workshops and semi-signal community and economic development distribution of ECSE; experience in ECSE programs with community and economic development distribution of ECSE; experience in ECSE programs with containing and co

Minnesota 36301. AA/BOE.

Computer Science Cottabona Chy University of Mission College of Agriculture, Pood and Natural Resources and Estandard and Master of Science destree regimenting, or related five years' operaging to publication applications and bochefor's despress in publication applications and publications for a tentract position teaching graduate courses in Master of Science despressions for a tentract position teaching graduate courses in Amater of Science despressions for a tentraction of Science despression for a tentraction of Master of Science despression for a tentraction of Science despr

of a bochelor's degree is journalism and five years' experience in any control of the control of

# California Baptist College

Riverside, California

#### **FACULTY POSITIONS**

California Baptist College is owned and operated by California Southern Baptisto. Its educational philosophy includes the goals of reflecting the Lordahip of Jesus Christ and acceptance of the Scriptures as the authorisative guide for doctrine and practice in personal and corporate life and thought. All faculty and administration are expected to embrace these same goals. Applicants should forward a personal vite and request an application from:

Stephen P. Carleton Executive Vice President and Academic Dean California Beptist College 8432 Magnolia Avenue Riverside, California 92504-3297

An EO/AA Employer Application Deadline: May 1, 1992

Baciel Work: M.S.W. required, benure track position, Assistant Professor or rank commensurate with qualifications and expensors. Will teach policy, electives, and coordinate field expensors. Will participate in CSWE socraditation process.

Director of the Libraryi Manages an operating budget including acquisitions and oversees a staff of two professionals and three pare-professionals. M.L.S. from an ALA accordited school required. An advanced degree in subject areas plus expension staff or subject areas plus expection with faculty status.

Education: Teaching and supervision of student teachers. Doctorate required. Public school classroom experience preferred.

(क्षेत्रच कार्यक्षा प्रकास विकास विकास स्वाक्षा विकास विकास विकास कार्यका विकास विकास विकास विकास विकास विकास (

# PRAIRIE STATE COLLEGE

PRAIRIE STATE COLLEGE invites applications for 3 full-time tenure track faculty positions, Fall Semester 1992:

Instructor, Biology
Qualifications: Masier's degree in Biology or Biology Teaching or Health
Sciences, All to include 60 semester hours in Biology, Minimum 3 years' fulltime or cumulative part-time teaching, Anatomy, Physiology, Microbiology or
Human Anatomy Laboratory desirable.

Instructor, Developmental English
Qualifications: Bachelor's degree in English or Developmental English with
minimum of 2 years' teaching Developmental English at Community College
level. Master's degree in English with 3 or more years' teaching Developmental
English at Community College level desirable.

Instructor, Public Safety
Qualifications: Bachelor's degree in criminal justice or related field with minimum 3 years' successful work experience in law enforcement, criminal justice
Safety.

Salary: Based upon education and experience in accordance with Board-Union Agreement.

Benefits: We offer an attractive benefit package. Application Procedure: Send letter of interest, résumé, transcripts and COM-PLETED PRAIRIE STATE COLLEGE APPLICATION by Wednesday, April 29, 1992, to Human Resources Office, Prairie State College, 202 S. Halstad St., Chicago Heights, IL 60411.

EOE/AA

## **FACULTY, THEATER** Technical Director

NEW WORLD SCHOOL OF THE ARTS Miami, FL

BFA HIGH SCHOOL CONSERVATORY

Responsibilities include organizing and implementing construction schedules, budget planning and control, working drawings, supervision and maintenance of theater facilities and equipment. Teach stageoraft, lighting and sound mechanics, stage management and supervise student crews in those areas; translating stage. lighting and sound designs into practical reality; coordinating all production ascents assisting in the development of curriculum and training of students in a professional environment. REQUIRES: MFA in Technical Production Design and three years of teaching and production experience. SALARY: Based on academic rank, established by education and experience.

Formal application required: call Miami-Dade Community College (305) 237-3036 for an application form. Copies of transcript(a) and three letters of professional reference must accompany the application. Only completed application packages will be considered. EA/EO Employer.

City University is an equal opportunity, af-firmative action employer.

computer Services Computer Director. Computer Services Computer Director. Computer Services Computer Director. Lindled College seeks Director of College Computins to bean July 1, 1920 or as soon therenfer as possible. New position responsible for academic any deminar operations, and consulting with scademic and administrative computing, lociuding planning, operations, and consulting with scademic required, desirable. Administrative or manasters desirable. Administrative or manascenant experies required, preferably in college setting. Teaching or training experience a plus. College hardware includes two DOS machines in several labe and numerous offices, and NCR 9300 for administrative data processing. Connection internate appeared to the control of the control o

IBM mainframe. Experience working with large institutional files. SAS, and LAN knowledge preferred. Salary: \$32.514K. Available to begin work by early Jime. Send letter of application, résume, and description of two projects accomplished by April 23rd to Dr. Jon W. Blades, Director, 8022, University of South Florida, Pampa, Florida 33420-690. USF Florida 33420-690. USF Is an equal opporam resource management. Experience working in exademic environment is desired. Annual selary \$33,443 to \$41,804. Experience street. Annual selary \$33,443 to \$41,804. Excellent benefits. Interested applicants and the names, addresses and phone numbers of three references by Aprica numbers of three references by Aprica California University of Fennsylvania, demic Computins Services Search, 250 nlas 15419-1394. California University of Pennsylvania is an affirmative action, equal opportunity employer actively seeking minority candidates.

Counseling University of Wisconsin-Eau Claire, Cluical Administrator, Counseling Services Center for Academic, Personal and Career Development. The Clinical Administrator of Counseling Services is responsible for directing Counseling Services within the Canter for Academic, Personal and Career Development at the University of Wiscontin-Eau, Claire, CAPCD offers comprehensive services which include counseling, sendemic advision, piacoment, carper planning services testing. The Clinical Carper planning services testing.

Computer Services: Coordinator of Academic Computing Services. California University of Fennsylvania is seeking to hire a Coordinator of Academic Computing Services. This individual manages the student invides technical sistance to the University community, instructional departments and academic/naministrative offices. This position requires an experienced individual able to deal daily with a large community of computer and related technology users. To work hours will vary to include svenings DEC VAX systems and is the position, and weekends. Works with University DEC VAX systems and is the compatible of the responsibilities of the rosition, and weekends. Works with University DEC VAX systems and is the compatible and season of the responsibilities of the rosition, and weekends. Works with University DEC VAX systems and is the compatible and season of the responsibilities of the rosition, and weekends. The year's experience is degree preferred. Ten year's experience required in the Center, Qualifications in a dequired in the Center, Qualifications and promising or clinical provides in communication skills required in the Center, Qualifications: a document of captured. Him and provides in conversity counseling center, qualification skills required in the Center, Qualifications: a document or conversity counseling center; mount of three years experience in a tolking or university counseling center; mount of three years experience in a column of three years experience in a column of three years experience in column or university counseling centers, Community or community or community, includes knowledge of a broad range of period. Successful candidates must demonstrate and written communication skills required in counseling or clinical and equiversity of the Center. Qualifications is decided in a counseling center, and provides and extensive propersion of the content of the center. Qualification and a transport or community should be sent to Dr. Doug Neitzel, Director of the Conter for Academic, Personal and Career Development, University of Wisconsin-Bau Claire, Bau Claire, Wisconsin-Bau Claire, Bau Claire, Wisconsin-Bau Claire, Bau Claire, Wisconsin-Bau Claire, with an envolved with the sering date. The University of Wisconsin Bau Claire, with an envolved of 10,000 offer undergraduate studies through the Schools of Arts and Sciences, Business, Education, Nursing and graduate studies. The University supports a comprehensive studies are supported with the surrounding community. The City of Ean Claire is a growing community. The City of Ean Claire is a growing community. The City of Ean Cabe is a growing community of Wisconsin-Eau Chair in a EEO/AA employer, and encourages applications from qualified women and minorities.

Counseling: Assistant Professor, Counselor Education, The University of Ceptral Flar-ida seeks applicants for two full-time time-month seadernic year appointment), tenut track positions in Counselor Education. Responsibilities include: (1) instruct sndo-

#### The incomparable Pacific Northwest

Pierce College—two beautiful campuses located in the heart of the scenic Southern Puget Sound—an area rich in academic, economic and recreational activities. The college is a comprehensive state community college serving 10,000 students each quarter.

#### FORT STEILACOOM CAMPUS FACULTY OPENINGS - EFFECTIVE SEPTEMBER 1992

Chemistry—Teach courses in Chemistry ranging from preparatory chemistry to general chemistry for science majors. Master of Science in Chemistry or Bachelor of Science in Chemistry and extensive experience teaching college level Chemistry; knowledge of computers desirable. Mathematics—Teach courses in Mathematics ranging from basic arithmetic through differential equations, including application courses at this level. Master's degree in Mathematics required; teaching experience in Mathematics, preferably at college level; knowledge of computers desirable. Biological and Health Sciences—Teach courses in Biological and Health Sciences, including Microbiology, Anatomy and Physiology, Master's degree in Biological Sciences required; teaching experience in Biological Sciences at college sophomore level preferred; knowledge of computers desirable.

#### PUYALLUP CAMPUS FACULTY OPENINGS - EFFECTIVE SEPTEMBER 1992

English—Teach courses in Developmental Writing and Freshman Composition, work with faculty and students to develop and coordinate Writing Center. Master's degree in English required; teaching experience at college level, community college level preferred; experience in development and coordinate with the control of the nation of Writing Center desired.

Psychology—Teach courses in Psychology Including Introductory, human growth and development, abnormal, social, human sexuality and theories of personality. Master of Arts or Master of Science degree in Psychology; teaching experience at college level, community college level preferred; teamteaching experience in learning communities desired.

Earth Sciences—Teach courses in oceanography, geology, environmental science, astronomy and atmospherics. Master's degree in Earth Science or related area required; teaching experience at college level; community college level preferred, team-teaching experience in learning communities desired. History—Teach sequential courses in American History and World History; expertise to teach in one of the following areas desirable, political science and geography. Master's degree in History and teaching at college level, community college level preferred; team-teaching experience in learning communities desired.

> All positions listed above are full-time, tenure-track positions. **ONE-YEAR FACULTY POSITION - EFFECTIVE SEPTEMBER 1992**

Physical Education/Wellness Coordinator—Teach courses in contemporary and traditional physical education and wellness; serve as coordinator of Physical Education Department. Master's degree in Physical Education or Exercise Science or closely related discipline plus First Aid Instructor Certification required: knowledge of computers desirable.

#### **APPLICATION PROCEDURE**

For Information and an application package, call or write: Pierce College, Personnel Office, 9401 Farwest Drive S.W., Tacoma, WA 98498-1999; phone 206/964-6586; FAX 206/964-6599. SCREENING WILL BEGIN ON MAY 4, 1992; POSITIONS WILL REMAIN OPEN UNTIL FILLED.



An Equal Employment Opportunity, Affirmative Action Employer

#### UNIVERSITY OF ARKANSAS AT MONTICELLO

#### Department of Natural Sciences Assistant/Associate Professor of Chemistry

The University of Arkansas at Monticello seeks applications for a tenure-track position in Chemistry. Applicants must have completed all coursework toward a chemistry doctorate, and demonstrate a strong commitment to undergraduate teaching with appropriate scholarly research. Candidates must be prepared to teach General and Organic Chemistry as well as Introductory Chemistry for a program in General Education. Applicants with completed degrees and experience will be preferred. Send application letter, résumé, with names, telephone numbers and addresses of three references to Dr. William Nicholson, Department of Natural Sciences. University of Arkansas at Monticello, Monticello, AR 71655. Review of applications begins May 15, 1992.

The University of Arkansas at Monticello is an Affirmative Action, Equal Opportunity Employer Minorities and women are encouraged to apply.

ate level courses in counselor education; (2) nursue a program of scholarly research; (3) supervise practicum and school internable; (4) advise master's degree students; and (5) provide service to the professional community and schools. Applicants should hold an earned doctorate in Counselor Education or closely related field. Individuals with experience and expertise in school counseling will be given priority. Additional strength in areas including mental health counseling, histor education student personnel, career development, legal and ethical issues, and testing and assessment are proferred. Starling date is August 1992. Applicants should submit a letter of application, current vita, names and addresses of five persons who may be contacted for references, three letters of recommendation, and copies of transcripts. All applications, nominations, and inquiries should be sent to: Dr. William Bozaman, Chair, Department of Education, University of Counseling Services, University of Tennessee, 990 Volunteer Boulevard, Knoxvillo Tennessee, 990 Volunteer Boulevard,

#### Counselor Education

The Department of Education and Psychology at Tarleton State University seeks applications for a tenure track position at the Assistant Professor level in Counseling Professor level in Counseling or Counseling Psychology and licensure and experience in a multicultural setting, Responsibilities include teaching graduate and undergraduate courses in counseling; supervising counseling interns in a variety of professional settings; advising graduate students; providing service to the university and the community; and conducting and supervising research. Review of applications will begin May 1, 1992, and will continue until the position is filled. Starting date will be September 1, 1992. Minorities and women are especially encouraged to apply. Tarleton State University, a part of the Texas A&M University System, is an Equal Opportunity, a Part of the Texas A&M University System, is an Equal Opportunity. Affirmative Action Employer. Submit a letter of application along with a curriculum vitae and a list of references with current telephone numbers to. Counselor Search Committee; Department of Education and Psychology, Box T-399, Stephenville, TX 76402. The Department of Education and Psychology at Tarleton State University is accepting applications for a Department Head. Qualifications include an earned doctorate, an exemplary record of teaching, scholarship, and service; three years of public school teaching experience, human relations skills for working with a diverse faculty; an understanding of educational technology; and a knowledge of current issues in the effective schools movement. Tarleton State University, and Equal Opportunity, Affirmative Action Employer, is a part of the Texas A & M University System. Women and minorities are encouraged to apply. Review of applications will begin on receipt and will continue thereafter until the position is filled. Submit letter of applications including a brief statement of philosophy of education, along with a vita and a list of references with current phone numbers. Address applications to: Department Head Search Committee, Tarleton State University, Department of Education and Psychology, Box 7.399 Tarleton Station, Stephenville, TX 76402.

to: Dr. Norman M. Kirncofe, Director, Counseling Center, Western Michigan Uni-versity, Kalamazoo, Michigan 4908. AA/ EOE.

to: Dr. Norman M. Kircofe, Director.
Counseling Center, Western Michigan University, Kalamazoo, blichigan 49008. AA/
EOE.

Counseling/Social Work: Coordinator of Gay, Lesbian and Blexual Services and Scauellty Programming. Applications are invited for a new ten-month, full-time position available August I, 1992, at Duke University's Counseling and Psychological Services (CAPS) for a doctoral who is eligible for licensure/certification in North Carolinar, CAPS has an integrated multidisciplinary staff of psychologists, cinical social worker and psychiatrists who work together to provide a comprehensiva range of clinical and developmental services. Dutas in Integrated multidisciplinary staff of psychologists, cinical social worker and psychiatrists who work together to provide a comprehensiva range of clinical and developmental services. Dutas include individual counseling and psychotherapy, group counseling, cutreach programmings and consultation primarily addressing gay, lesbian and bisexual student issues. This staff member will also of-

COORDINATOR/INSTRUCTOR, Diagnostic Medical Sonography. Temporary position through 12/16/92, with responsibility for daily operation of the Sonography Program including organization, administration, review/evaluation, and general effectiveness of the program. Requirements: Associate's degree with a major in ultrasound or related field, RDMS certification, three years of recent clinical experience in ultrasound, one year of teaching experience in an ultrasound program or an inservices training program, current scanning/instrumentation skills, and demonstrated knowledge of instruction, evaluation, and testing procedures. Application deadline: July 3.

**Dallas County Community College District** 

HEALTH OCCUPATIONS INSTRUCTOR POSITIONS

Sonography, Radiologic Sciences, Vocational/Associate Degree Nursing

El Centro College, Dallas, Texas

El Centro College, which is part of the seven-member Dallas County Community College District, is

seeking qualified applicants for seven positions in the above listed areas of the Health Occupations Program. With an enrollment of approximately 6000 credit students and 4000 continuing education students, El Centro is located in the heart of downtown Dallas; it is the most exlectic of the seven

The Health Occupations Division offers associate degrees in nursing, diagnostic medical some graphy, medical laboratory technology, radiography technology, and respiratory therapy technology.

colleges and reflects the dynamic quality and cultural diversity of the Dallas Metroplex.

PROGRAM COORDINATOR/INSTRUCTOR, Radiologic Sciences. Position is responsible for direction/coordination of the CAHEA-accredited Radiologic Sciences Program, including budget building, scheduling and curriculum revision, and coordination of full-time faculty. Outles include teaching program courses. Requirements: Bachelor's degree, Registered Radiographer certification with ARRT, three years of full-time professional experience as a radiographer, two years of teaching experience in an accredited radiography program, knowledge of curriculum development, evaluation, and testing procedures; and current skills in radiologic science services in the procedures and current skills in radiologic sciences. PROGRAM COORDINATOR/INSTRUCTOR, Vocational Nursing. Position is responsible for direct tion/coordination of the Vocational Nursing Program including budgeting, scheduling, and curriculum revision. Duties include teaching courses in the program, coordinating activities of full-time faculty, and supervising/evaluating part-time faculty. Requirements: Bachelor's degree in nursing or related field, current Texas R.N. licensure, five years of varied nursing experience since graduation including three years of recent nursing experience and one year of supervision or teaching experience; current nursing skills, and demonstrated knowledge of curriculum development, evaluation, and testing procedures. Application deadline: June 19,

INSTRUCTOR, Vocational Nursing. Position instructs students in lecture, lab, and clinical settings; evaluates student performance, and assists in curriculum development, program policy formation, and evaluation of program effectiveness. Requirements: Bachelor of Science degree in nursing, current Texas R.N. licensure, three years of recent hospital experience in vocational nursing or related area, current clinical skills in basic procedures, medication administration, and nursing care plan formation; demonstrated teaching skills, and demonstrated knowledge of curriculum design and instructional methodologies. Application deadline: June 19.

INSTRUCTOR, Associate Degree Nursing. Three positions are available; two of these are one-year appointments through 5/30/93. Positions instruct students in clinical and lab settings, evaluate student performance, and participate in various divisional activities. Requirements: Both Bachelor and Master of Science degrees in nursing with specialization in medical/surgical, pediatrics, or psychiatric nursing; three years of recent hospital clinical experience providing direct patient care, two years of teaching experience in nursing or related area, current clinical skills in basic procedures, medication administration, and nursing care plan formulation; demonstrated teaching skills, and demonstrated knowledge of curriculum design and instructional methodologies. Application dead-line: June 19.

To apply for these positions, please send a résumé and letter of interest to Health Occupations Division, El Centro College, Main & Lamar Sts., Dallas, TX 75202-3299. A DCCCD application form will be sent to applicants for completion and return. All application materials must be received by the Health Occupation Division by the application deadline listed after each position.

Equal Opportunity, Disabled, Alternative Action Earployer

# DEPARTMENT HEAD

Instructors LEAD INSTRUCTOR FOR DRAFTING/CADD Requires Bachelor's degree and five years of combined work experience in design and construction, or in dealting and design. Requires five years' experi-ence using AutoCAD or a combination of teaching or using CADD in the work environment. DEADLINE: May 20, 1992. CADD INSTRUCTOR FOR DRAFTING Requires Bachelor's degree and four years' experience using AutoCAD in a SALARY: \$27,800 - \$34,100 plus fringe benefits. For required application and further information, contact The Human Resources Office, CENTRAL OREGON COMMUNITY COLLEGE, Metalius Hall, Room 101, 2600 NW College Way, Bend, OR 97701; (503) 383-7216. Equal Employment, Affirmative Action Employer.

Criminology: The University of Texas of the Permina Basia has one opening at the Assistant Professor or Lecturer level bestanding September 1, 1992. This is a non-tenure track, one or two year renewable appointment with a strong possibility of convertions to a topure-track appointment in the future. Pr.D. to Criminal Justice, Criminology or related discipline is preferred, but qualified ABD candidates will be considered. Priority will be given to candidates will be considered. Priority will be given to candidates interested in teaching some inversible of the premium of a polication contesting a statement of interest and qualifications, and a vita containing names, and continuing a names, and continuing names and discontinuing the professor of the Permina Basia. Odesse. Texas 879/52-3201. The University of Texas of the Permina Basia, Odesse. Texas 879/52-3201. The University of Texas of the Permina Basia. Odesses. Texas 879/52-3201. The University of Texas of the Permina Basia. Odesses. Texas 979/52-3201. The University of Texas of the Permina Basia. Odesses. Texas 979/52-3201. The University of Texas of the Permina Basia. Odesses. Texas 979/52-3201. The University of Texas of the Permina Basia. Odesses. Texas 979/52-3201. The University of Texas of the Permina Basia. Odesses. Texas 979/52-3201. The University of Texas of the Permina Basia. Odesses. Texas 979/52-3201. The University of Texas of the Permina Basia. Odesses. Texas 979/52-3201. The University of Texas of the Permina Basia. Odesses. Texas 979/52-3201. The University of Texas of the Permina General Dairy Science or contract desired with preference states of the Permina Basia. Odesses. Texas 979/52-3201. The University of Texas of the Permina Basia. Odesses. Texas 979/52-3201. The University of Texas of the Permina Basia. Odesses. Texas 979/52-3201. The University of Texas of the Permina Basia. Odesses. Texas 979/52-3201. The University of Texas of the Permina Basia. Odesses. Texas 979/52-3201. The University of Texas of the Permina Basia. Odesses. Tex

Curriculum Development: Immediate Openingi Director of Curriculum Product Development. We are developing and implementing a truly interdisciplinary K-6 curriculum using social studies, literature, and the arts. We are looking for that rare personial who understands the publishing world, management of the creative process, and the soul of the elementary school classroom. If you have a special gift for communicating ideas and managing a staff of writers, editors, and others involved in the product development process, please send your resumé to: The Galef institute, 11150 Sansa Montes Boulevard, #1400, Los Angeles, California 90025. (Phone calis will not be accepted.)

position to begin August, 1992. Major responsibilities include teaching all levels of modern and jazz techniques and coordination of the Dance Program. Additional teaching skills in several of the following areas are also desirable builet technique, teaching skills in several of the following areas are also desirable: builet technique, teaching methods, composition, music for dance, and body therapies. The potition also involves durection of the JMU Dance Theatre, student advising, and work on department, college and university committees. Salary commensurate with education and experience. The candidate must have the ability to organize and communicate well within a productive, cooperative department. Qualifications; MFA or Doctonate in dance. Prior college or university teaching desirable. Professional performing and/or charcographing experience desirable. Send letter of application; résume; transcripts; and the names, telephope numbers, addresses of three references by May 1, 1992 to Dr. Earlyan I. Milker, Dance Proporn, Department of Theatre and Dance, James Madison University is an Affirmative Action and Equal Opportunity Employer.



## Clovis. College

#### FACULTY POSITIONS Community open for Fall 1992-93

Clovis Community College serves a comprehensive ommunity college mission and is accredited by the North Central Association of Schools and Colleges. The college awards associate degrees in all programs of study and has a credit enrollment of 3,700 students with an FTE of 1,478. The College is a commuter campus with a significantly large evening enrollment. Courses are also offered on site at Cannon Air Force Base and through two-way interactive television.

Clovis is located on the castern plains of New Mexico and has a population of approximately 33,000. Its economic base includes agriculture, Cannon AFB, and other small industries.

Application deadline is June 1, 1992. Applicants should send a resume, transcripts, and at least three latter of recommendation to:

Personnel Office Clovis Community College 417 Schepps Boulevard Clovis, New Mexico 88101-8345 Telephone (505) 769-4033 - FAX (505) 769-4190

Instructor in Science / Department Chair-The position is a regular faculty position with joint responsibilities of directing the Math and Science Department which includes faculty who teach in the diciplines of mathematics, statistics, biology, chemistry, physics, and geology. This combined assignment includes a regular nine-month academic appointment and three weeks of compensated duty prior to and at the end of the fall and spring semesters. Minimum qualifications include a muster's degree in one or both of the disciplines in biology or chemistry. Three years of full-time college or university teaching is required. Teaching/leadership at a community college setting or prior experience as a department chair in a university is preferred. Base salary is \$23,150 + \$2,000 stipend.

Instructor in Mathematics—The Instructor in Mathematics shall be required to teach lower division mathematics including courses in developmental math, algebra, trigonometry, statistics, and calculus. Minimum qualifications include a master's degree. College level teaching experience is preferred and secondary school teaching experience shall be considered. Base salary is \$23,150.

Clavis Community College hires only U.S. citizens and aliens lawfully authorized to work in the U.S. and is an AA/EO employer.

# **DUKE UNIVERSITY DIVINITY SCHOOL** Assistant Professor of Old Testament

Duke University Divinity School invites nominations and applications for a tenuse-treck faculty position in the field of Old Testament studies. The appointment is to be made at the level of Assistant Professor, to become effective in the Fall semester of 1993.

Candidates must possess the Ph.D. or equivalent degree. Teaching responsibilities will include seminary courses in Old Testement introduction, exagesis, and theology, as well as Hebrew language instruction. Requisite for the position is the ability to help divirity students reflect theologically on the Old Testement as the scripture of the Christian church. The successful candidate will also be engaged in scholarly research and have the capacity to contribute to the Instruction of doctoral students.

Please send curriculum vilae by September 15, 1992 to Mrs. Clara Godwin.
Office, The Divinity School, Duke University, Durham, North Carolina 27706.
Duke University is an affirmative action, equal opportunity employer.

Development: Prospect Research. Manuser, Prospect Research for large non-profit medical achood and hosquial in affordable and scorp-polarily desirable area. Individual will conduct in-depth research into major sit prospects; oversee catensive files system; assist with payareat management scrivites. Backelor's desired with experience as prospect research or in fund-rising setting; demonstrated use of advanced prospect research techniques; supervisory and data management activities. Backelor's desired in the setting demonstrated use of advanced prospect research techniques; supervisory and data management experience, Salary range \$22,200-spilos, prospect of the setting of th

major prosperior. Bachelor side Aperience as respect research rechniques and statistical constituted use acceptance of the constituted use and data management experience. Send management experience, and data management experience, and data management experience, and data management experience, and commana dray School of Medicine, Medical command of the School of Medicine of the School of School of Medicine of the School of Medicine of the School of the School of Medicine of the School of Medicine of the School of School of Medicine of the School of Medicine of the School of the School of Medicine of the School of Medicine of the School of School of Medicine of the School of Medicine of the School of the School of Medicine of Medicine of the School of Medicine of th

Developmenti Realonal Program DirectorDevelopment/Alamai Relacions. Managa
the cultivation, solicitation and stewardship, as well as coordinate alumni involvement in University programs in sorthern
and southers California and other sastaned
press in the Pacific Northwest. Fostion is
based in Sentile and reports to the Vice
President of University Relations, Minimum qualifications: Two years' development experience, preferably in a university

COMMUNITY COLLEGE

#### FACULTY **POSITIONS**

Staffing Fall '92

ACADEMIC-Aerobics/Pitness for Life, Biology, Chemistry, Communications/Broadcasting, Developmental Math\* (2 Pos.), Developmental English Communicion\*, History, Humanitics/Art History, Language (Spanish), Math (3 Pos.), Political Science, Psychology, Sociology.

VOCATIONAL Business Management\*, Computer Information Systems\*, Cosmetology, Electronics, Medical Assistant/Medical Secretary, Nursing\*\* (2 Pos.), Office Information Systems.

Academic-requires earned master's by fall '92 in related area (\*requires bachelor's). Vocational-requires earned bachelor's by fall '92 in related area or six years of directly related work experience (\*master's preferred, \*\*master's required). Beginning rank and beginning salary (mid. 20's approx.) dependent upon qualifications. See individual position announcement for all requirements.

APPLICATION PROCESS: Applications due April 30, 1992. You will be notified by mail or phone the status of your application. Each position requires a separate set of application materials. To be considered for employment, you must complete the following: cover letter, official Salt Lake Community College Application, resume/vits, transcripts (un-official photocopies are acceptable until hiring) and three current letters of recommendation. Send completed applications and supporting materials to: Salt Lake Community College, Personnel Services Office, 4600 South Redwood Road, P.O. Box 30808, Salt Lake City, Utah 84130, Phone:801-967-4210.

An Affirmative Action Equal Opportunity Employer

(epadementara) an apart an abahan an ag menyakan an at as ag as abar as an an an an an an an an an as as as a

## LEWIS-CLARK STATE COLLEGE

announces a position in

THE SCHOOL OF TECHNOLOGY

OFFICE AND BUSINESS TECHNOLOGY **DIVISION CHAIR** 

STARTING DATE: July 1, 1992.

SALARY: Salary will be based on education, experience, and qualifica-tions. This position is a full-time, non-tenure truck position.

QUALIFICATIONS: A doctorate from an accredited college or university with emphasis in vocational, adult education, or a discipline within the division is preferred. A master's degree is required. Three years of classroom instruction in either secondary or postsecondary education is required. A rationale supporting alternative experiences to serve in lient of required experiences will be accepted for review.

APPLICATION: Closing date is May 1, 1992. A complete job description and position announcement are available upon request. Submit letter of application and credentials file including résumé and transcripts to:

Dr. Mol Streeter, Dean School of Technology Lowis-Clark State College 8th Ave. & 6th St. Lawiston, ID 83501-2698

LEWIS-CLARK STATE COLLEGE IS AN AA/EO EMPLOYER.

radana kantunian ing minang mang antang mang manggan kan kan gunian mangarahan gang gang manggan pang ang gang



#### MATH FACULTY

OAKTON Community College, located in a northwest suburb of Chicago, is accepting applications for a one year, full-time, faculty appointment to trach general math (developmental through calculus) as well as computer science related courses. Qualified applicants will have at least a Master's degree (Doctorate desirable) in a Math related discipline and three years' teaching experience of which one year must be at the College

For an application write:

Drug/Alcohol Courseling: Drug and Alco-inol Counselor/Educator, Secking a Mas-ter's degree professional to fill permanent full-time position starting in Fall. Work as a counselor in assessment, referral, and fol-low-up or alcohol and drug above.

Also must be qualified to do programming and outreach in drugalconol abuse education. Experience with a college are group required as well as skills needed to fulfill counseloyfeducator responsibilities. Send letter of interest and resume by practice. The fulfill country of the control of the control of the country of t Early Childhood Education; Tonure track.
Assistant Processor beginning September,
1992. Primary responsibilities include
teaching and conducting research in math
and actions endocated gurriculum areas
associated with early childhood education,
teaching graduate and undergraduate field-

Strong evidence of research productivity potential desire in how children learn or teachers teach mathematics to young children, including the use of technology in teachers teach mathematics to young children, including the use of technology in teaching and learning. Evidence of skills and knowledge in the applications of technology to early childhood education. Potential for becoming dissertation director/doctoral advisor. Two years' teaching carperionce with young children. Please send credentials, including vita, graduate transcript and three references by May 15, 1992 to Dr. Brenda Moss Galina, Chair, Department of Early Childhood Education, Georgia State University, University Plaza, Atlanta, Georgia 33303, Georgia State University is an equal education opportunity institution and an equal opportunity. affamative action employer. (23647).

Early Childhood Education: The University of Southern Indiana invites applications for a tenage track position as Assistant Profestor of Education beginning August, 1992. Duties include teaching undergradeate and araduate courses in early febidhood education, supervising students in early field appetiones and student teaching, advising, off-campus and evening teachings, and serv-

## Fall Faculty Openings

#### **ELECTRICAL LINEWORKER** AND POWER/PROCESS PLANT TECHNOLOGY PROGRAMS

Bismarck State College invites applications for two positions, an Assistant Professor of Electrical Lineworker and an Assistant Professor of Power/Process Plant Technology.

Both positions are 11-month, full-time, tenure-track positions beginning fug. 25. Responsibilities include teaching, student advising, committee work and other related duties.

Assistant Professor of Electrical Lineworker: Qualifications Appropri has been and construction in the contract contract construction and could be seen and construction industry, including investor-owner utilities, municipals, rural electric coperatives and construction. Preferences: college teaching experience and/or industry including investor-owner utilities, municipals, rural electric coperatives.

Assistant Professor of Power/Process Plant Technology: Qualifo-tions: Appropriate associate degree, knowledge in safety procedures, system operations and equipment; general understanding of the various processe used in distillation, conversion of hydrocarbons, and/or electrical generation. Preferences: college teaching experience and/or industry experience.

Both positions: Competitive salary based on experience and credentials Comprehensive fringe benefit package including TIAN/CREF Retirement Plan Applications accepted until May 1. Bismarck State College is a comprehensive community college, founded in 1939. Located in the capital city of North Dakota, it has an FTE enrollmental approximately 1,900 students.

> To apply, contact the Office of Personnel Services Bismarck State College 701-224-5427

Affirmative Action, **Equal Opportunity Employer** 

BISMARCK STATE COLLEGE

# **NUTRITION AND** DIETETICS INSTRUCTOR

The Department of Nutrition and Dietelics at the UNIVERSITY OF DELAWARE announces a full-time, 9 month, tenure track instructor position, to develop and manage a nutritional biochemistry laboratory and to teach nutrition courses, including research methods. Additional responsibilities include participating in college and university faculty member activities, and developing and conducting a laboratory based research program.

QUALIFICATIONS: (1.) Completed Doctorate preferred completion of Doctoral degree within 1 year of appointment; RD not required but desirable; (2.) Expertise and skill in parforming a variety of nutritional biochemistry resourch methods; (3.) Evidence of ability/potential in leaching and scholarly activities.

THE UNIVERSITY and the DEPARTMENT: The University of Delaware is a state assisted land and sea grant institution with an enrollment of approximately 20,000 students. The main campus is located in Newark, DE and is situated midway between New York City and Washington, D.C. The Department of Nutrition and Dietelics is within the College of Human Resources and has an enrollment of approximately 150 majors in nutrition.

APPLICATION INFORMATION: Those interested should send (1.) letter of application, (2.) curriculum vitae, and (3.) official transcripts to: Search Committee, c/o Maria Fanelli Kuczmarski, PhD, 317 Alison Hall, Newark, DE 19716. References to be solicited later. The application deadline is May 15, 1992. The appointment date is September, 1992. The University of Delaware is an equal oppor-tunity employer which encourages appli-cations from qualified minority group mam-bers and women.



based math and science methods courses and supervising undergraduate and graduate responsible for serving on departmental, participating in professional conferences and organizations. Ethalic, minority, women, and disabled applicants are especially Enrued dectorate in Mathematics Education with emphasis on early childhood and a strong child development background. Strong child development background. Strong cyticpece of research productivity potential/design in how children in how children is serviced to specialization in the company of the company of the control of the

Rvantville, indiana 47712. AA/EUR

Economics: Undergraduate: Heideberg
College, a private liberal arts college in a
small midwestern city, has an openal for
an individual interested in lanching under
graduate economics. A Ph.D. is regard.
This position is full-time and can be usus
This position is full-time and can be usus
track. A typical sensester load will be for
track, a typical sensester load
and some at the principles red
classes, with some at the principles red
level. If you have a strong intent in twoling economics at the undergraduat resching economics at the undergraduat.
Send your vita to Dr. Wethan.
Send your vita to Dr. Wethan.
Chairman, Department of Business Adults
tarton and Economics, Heidelberg Coltege, Tiffin, Ohio 4483. Heidelberg Coltege, Tiffin, Ohio 4483. Heidelberg Coltege is an equal opportunity, affirmathe setion employer.

Edinboro University of Pennsylvania invites applications for the following faculty positions available Fall 1992. The University, a member of the State System of Higher Education, is located 15 miles south of Eris, PA Enrollment consists of approximately 7,400 undergraduate and 800 graduates students. Our 555-acre campus is located in scenic northwestern Pennsylvania, approximately 100 miles from the educational and cultural centers of Cleveland, OH, Buffalo, NY; and

**FACULTY POSITIONS** 

SCHOOL OF EDUCATION

Applications should be sent to Or. Shirley Stennis Williams, Dean, and in-hand by April 27, 1992. DEPARTMENT OF ELEMENTARY EDUCATION

#030-0337. Full-time tenure track instructor/Assistant Protessor. Responsibilities: Elementary music education; assuming leadership role in coordinating music education activities in department and laboratory achool and possibly teaching other Elementary Education courses. (The Laboratory School is an early childhood facility of the Elementary Education Department designed to provide instruction, research, and service). Qualifications alseler's degree plus littless graduate credits Bachelor's degree plus littless graduate credits (instructor). Ph.D. preferred. Minimum of four years' teaching experience in elementary achool or equivalent and Act 34 Clearance required. Valid PA certification (or eligibility) in Elementary Education and/or Music Education.

DEPARTMENT OF COUNSELING AND HUMAN DEVELOPMENT

#175-0404. Full-time tenure track Assistant/Associate Professor. Responsibilities: Graduate courses in three counseling programs with an emphasis on elementary achool counseling or student personnel services. Experience with CACREP accreditation is desirable. Qualifications: Doctorate in counselor education with emphasis/experience in elementary school counseling or student personnel services. ABD's may be considered.

#175-0405-Full-time tenure track Assistant/Associate Professor. Responsibilities: Graduate courses in rehabilitation counseling program. Qualifications: Doctorate in counseling and CRC certification. Special consideration given to candidate with experience in substance abuse, cross-cultural counseling, or corrections counseling. ABD's may be considered.

SCHOOL OF LIBERAL ARTS

Applications should be sent to Dr. Robert Waber, Dean, and In-hand by April 27, 1992. DEPARTMENT OF SPEECH AND COMMUNICATION STUDIES

DEPAH IMENT OF SPECH AND COMMUNICATION STUDIES

#120-0395. ELECTRONIC MASS COMMUNICATION/BROADCASTING Fir-time tenure fract, instructor/Assistant Professor, Responsibilities: Courses in Speech Communication with emphasis on sales, advertising, marketing, promotions, and news in the broadcast/electronic madia as well as broadcast/communication rules and regulifications. Qualifications: Master's degree in Electronic Media. Communication/Broadcasting plus 10 graduate credits and three years' teaching or equivalent experience.

DEPARTMENT OF ENGLISH AND THEATRE ARTS

#110-0397. RHETORIC AND COMPOSITION Full-line tenure track instructor/Assistant Professor. Responsibilities: Writing Composition and contribute to the development of comprehensive writing program. Qualifications: Master's degree in English or Writing plus three years' teaching experience. Ph.D. preferred. Preference given to candidates with experience in directing a comprehensive writing program.

#090-0398 Full-time tenure track instructor/Assistant Professor. Responsibilities: Undergraduate Spanish language, culture and literature courses. Qualifications: Master's degree in Spanish language and literature plus lines years' teaching experience. Fluency or near fluency in Spanish is required. Second language is desirable

SALARY RANGES: The salary ranges will be in accordance with an approved pay plan and will be based upon the candidate's credentials and the University's needs. Instructor \$24,503-\$32,871, Assistant Professor \$29,905-\$40,078; Associate Professor \$38,350-\$46,713.

in addition to the specific responsibilities, faculty members are expected to parform other duties as assigned in compliance with the Collective Bargaining Agreement.

APPLICATION PROCEDURE: Qualified applicants should submit a letter of application to the specified dean, EDINBORO UNIVERSITY OF PENNSYLVANIA, Department CHE, Edinboro, PA 18444, specifying position # and title, a detailed resume, name#addresseartisphone numbers of three current references, and copies of transcripts. Fluency in the English language for final candidates will be assessed.

EDINBORO UNIVERSITY OF PENNSYLVANIA HAS A BPECIAL MISSION TO SERVE DISABLED STUDENTS, INTEREST OR EXPERIENCE WITH SUCH A POPULATION SHOULD BE INCLUDED IN THE APPLICATION. EDINBORO UNIVERSITY OF PENNSYLVANIA IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER AND ENCOURAGES APPLICATIONS FROM THE DISABLED, WOMEN AND MINORITIES.

# Pennsylvania College of Technology

# **FACULTY POSITIONS**

Located in North Central PA, the College is a comprehensive two-year institution with a national reputation for the quality and diversity of its advanced and emerging technology programs. Penn College is a component of The Pennsylvania State University but maintains its own mission, goals, and board of directors. The College is seeking qualified applicants for the following positions to start August 17, 1992.

HORTICULTURE - Bachelor's Degree in Horticulture or related discipline, OR equivalent combination of education and experience;

DENTAL HYGIENE - Temporary oneyear appointment anticipated to become regular full-time position in 1993-94. Master's five years horticulture work experience to include urban tree maintenance. Applications must be received by May 20, 1992.

LEGAL ASSISTANT - Law degree from accredited school; successful completion of bar exam; and experience as practic-ing attorney. Two position openings - one position is located at the Main Campus in Williamsport and the other is at the North Campus in Wellsboro, PA. Screening will commence in mid-May.

ELECTRICAL - Associate Degree In related discipline, or equivalent combination of education and experience. Four years trade experience including installation and service of electrical and electronics equipment/systems; residential/commercial electrical construction; motor repair and control. Applications must be received by May 8, 1992.

Degree in Dental Hygiene or related disci-pline, OR a Bachelor's Degree and enrollment in an approved program of study with formal plan leading to a Master's Degree within three years; one year experience in dental hygiene practice; successful teaching experience; and possession of or eligibility for dental hygiene license in PA.

FOOD & HOSPITALITY MAN-AGEMENT/CULINARY ARTS -

Bachelor's degree in Restaurant Management or closely related field OR an Associate's Degree and extensive practical experience; extensive on-the-job food service experience; thorough knowledge of food and hospitality management/culinary arts; eligibil-ity for culinary certificate as a certified working chaf by A.C.F.

All positions require effective interpersonal, organizational, and communication skills. Salary and academic rank commensurate with credentials. Excellent insurance and educational

Submit letter, resume, and names, addresses, and telephone numbers of three professional references to: Human Resources, (18), Pennsylvania College of Technology, One College Avenue, Williamsport, PA 17701. Applications will be accepted until positions are filled unless a specific deadline is indicated above. For further information write or call (717) 327-4770.

An affirmative action/equal opportunity employer Women and minorities encouraged to apply.

## Northern Montana College

ELEMENTARY EDUCATION: Tenure-track position. Teaching under-graduate and graduate courses in Elementary Education in the areas of content methods, general teaching methods, field experience, and educational foundations; advise undergraduate and graduate students; serve on or chair graduate committees; supervise student teachers; work with public schools in piscing and supervising students enrolled in field experience programs; develop curriousum related to teaching ar-eas; serve on college committees. Doctorate in Elementary Education or related field required as well as public school teaching experience. Background in learning theory and computer-based education highly desirable.

desirable.

BUSINESS: Tenure track position. Teaching basic and advanced courses in quantitative areas. Position requires breadth in teaching quantitative subjects, and some preparation in accounting. Interdisciplinary teaching with technology programs on campus also encouraged. Expected to serve as a lisison to business and industry, or to perform significant compus service. Master's degree required; teaching experience and a doctorate preferred. Preference given to applicants with experience in industry and/or academic programs with technology emphasis. nology emphasis.

Rank and salary commensurate with dagree and experience. Available August 1, 1882. Screening begins April 20, 1992. Submit letter stating certar goals and interest in the position, résumé, transcripts, and names of three references to: Dr. Marthe Anne Dow, VPAA, Northern Montana College, Havre, MT 59501. AA/EOE.

date with macroeconomics, International, and comparative economics policy. Visiting faculty from other Institutions are well-come to apply. Qualifications: Ph.D., previous college teaching and record of scholarship and publication. Responsibilities: undergraduate and graduate teaching: participation in department and university activities; student advising. Salary competitive. Position subject to final hadgetary approval, Consideration of applications will beain April 8. 1922 and continue until position is filled. Send application, including vita and reprint or writing sample to Chalr. Personnel Committee, Professor Howard Wachtel, Department of Economics. The American University, Woshington, D.C. 20016-8029. An REO/AA University, Minorities and Women are encouraged to apply.

Economics/Business: Instructor, Economics and Business. Tenure track faculty position effective September 21, 1992. The surcessful candidate must be able to teach as combination of college-level economics and business management courses, Qualifications: Master's degree with a major in economics. Salary determined by experience and education. Submit letter of application and résumé to Bounte Cauffman. Personnel Director, Peninsula College. 1902 East Lauridsen Boulevard, port Amsete, Warthington 93362, Application materials must be received by April 30, 1992. Education: Assistance; doctors in constitute to Bounte Cauffman. Personnel Director, Peninsula College. 1902 East Lauridsen Boulevard, port Amsete, Warthington 93362, Application materials must be received by April 30, 1992. Education: Assistant/Associate Professor

EOB.

Education: Assistant/Associate Professor of Education: Permanent position beginning August 1992. Responsibilities include teaching student eaching student each and undergranduste courses in elementary methods and supervision of student teachers. Descenter vision of student teachers and undergranduster's degree preferably in education. Enables to the student teachers. Descente with strong background in science and might Administrative literature K. L. helpful. Please send vita and letter of application to: Dr. Topn Johnson, University of Mary. 7500 University Drive, Bismarck. North Dakota 58504-9652.

#### **UNIVERSITY OF ARKANSAS** AT MONTICELLO

**Department of Communications Arts** 

#### Instructor/Assistant Professor of Composition

The University of Arkansas at Monticello seeks applications for a renure-track position in Composition. Ph. D. preferred, M.A. plus teaching experience considered. Candidates must be prepared to teach both developmental and regular college composition courses. Send application letter, resume, with names, telephone numbers and addresses of three references to Dr. Dan Ford, Head, Department of Communication Arts, University of Arkansas at Monticello, Monticello, AR 71653. Review of applications begins May 15, 1992.

The University of Arkansas at Monticello is an Affirmative Action, Equal Opportunity Employer, Minorities and women are encouraged to apply.

### Evangelism, Mission, and Church Ministries

willingness to travel willing willin Duke University Divinity School seeks to appoint a faculty member in the field of Evangelism, Mission, and Church Ministries. Candidates should have substantial experience in full-time pastoral ministry and have demonstrated expertise in teaching and scholarly research in a field of theological inquiry. A Ph.D. is required. Rank, salary, and tenure are dependent on experience and qualifications. Nominations and applications should be sent to Mrs. Clara Godwin, Office of the Dean, The Divinity School, Duke University, Durham, NC 27706. Duke University is an Affirmative Action, Equal Opportunity Employer.

are encouraged to apply.

Education: Ansirant Professor of Education beainings Aussir, 1992. Ph.D. or Ed.D. dealred; will consider ABD and Marter's Pint 15. Middlafacondary school certification and teaching experience at that level (minimum of 3 years): education and/or experience in field supervision required. Oradinate work in Curricultum and Instruction, and/or Foundations, college teaching experience, and expertise in middle school and a content area taccial studies and/or maphyscience) preferred. Responsibilities include: teaching education courses in secondary education program; including middle school methods, general methods, and supervision. A three-year position avakuation of experience. Send letter of application, vira, officiel transcripts, and three current letters of recommendation to Education Department Search Committee, Pranklin College, 50t East Monroe, Franklin College, 50t East Monroe, Frankli

# UNIVERSITY OF PENNSYLVANIA

TRUSTEE PROFESSORSHIP IN BIOETHICS (To begin in academic year 1992-93)

The primary appointment will be in the School of Medicine with a secondary appointment in another appropriate school of the University, e.g., the School of Arts and Sciences. Responsibilities of the Professor will include further development of educational and research programs in bloethics for students, housestaff, and faulty in the School of Medicine. The goal of the dual appointment is to facilitate relationships hetween the School of Medicine and faculty in the social sciences and humanities related to medicine. The Professor will be expected to provide a leadership role in the planned development of a University Center for Health-Related Humanities and Social Sciences, and to create a major bloethical presence at the University.

Oualifications consist of an established national reputation in bloeth-

Qualifications consist of an established national reputation in bloeth-ics education and research, at least five years' experience in medical and academic settings, and an advanced degree in a field within the broad scope of bloethics.

Send letter of interest and current curriculum vitae to Dr. Albert Stunitard, Search Committee Chair c/o Curriculum Office University of Pennsylvania School of Medicine 100 Stemmier Hall 36th & Hamilton Walk Philadelphia, PA 19104-6087 (Attention: Owen Pearson)

**EOE/AA Employe** 

lin, Indiana 46131. All applications post-marked by May 4 guaranteed full consideration; position open until filled. AA/IOE.

Education: Teacher Education Department, St. Mary's University of Ran Antonio, Teass seeks Assitant/Associate Professor of Education in tenure-track position beginning August 15, 1992. Egured Doctorate in Education required. Elementary or Secondary certification with minimum thee professional preparation of teachers. Perticipation in advising, department and tolerance community solutions. Seed carriculum vitae professional preparation of teachers. Perticipation in advising, department and indiversity governance, curriculum development and community service is expected. Academic preparation to teach elementary, accordary and graduate reading designations.

Education Director of Laboratory School (K-5), Barry College. Possible renure track, assistant or associate professor, August, 1992. Ph. D.-Kd. D. in early childinocid elementary education and cardification or certificality as an elementary school principal desired. Laboratory School has 115 students and aix faculty. Operates on a modified British Infant School model utilizing a literature based, whole language approach to reading lastruction. The achoel

Education: Berry College, Director of Oraduste Studies in Education and Assistant/Associate Professor of Education (12 annula tenure track, position beginning July 1, 1952), Ph.D./Ed.D. and record of or potential for scholarty productivity required. At least three years' experience in higher education and three years' public school experience in elementary education, preferably sciences required. NCATE accreditation experience a plus, Program offers the M. Ed. degree in early childhood education, middle grades education, Programs are NCATE accredited. Berry College is a selective 1700 student college located in Mount Berry, Occupit approximately mid way between (70 miles) Atlanta and Cassismoora. Tennessee, it was lived by U.S. News and World Reports as one of the top colleges in the United States. Send curriculum vites and 3 current letters of recommendation to Dr. Beglamin Hawkins, Acting Deadline is May 1, 1942. EOE.



HISTORY: Tenure-track. History of Civilization, Western and non-Western Civilizations, American Gov't. A strong commitment to learning through writing desired. Teaching in correctional facilities

CRIMINAL JUSTICE: Tenure-track. Introduction to Criminal Justice, Law & Ethics, Criminology, Field experience highly desirable. Teaching in corrections of the correc tional facilities required. PHOTOGRAPHY: Tenure-track. Fundamentals through advanced. Applicant should submit 15 slides of personal work and examples of student

GRAPHIC DESIGN: 1 tenure-track position, 1 one-year leave replacement. Studio techniques, color, problem solving and corporate identity. Minimum three years' studio experience required. Applicant should submit samples of personal work. Bachelor's degree acceptable for leave replacement.

NURSING: Tenure-track. Theory and Clinical in Fundamentals, Maternal-Child and Medical/Surgical Nursing. Current RN license and Master's degree in Nursing from an NLN institution required. A strong clinical background in maternal-child nursing highly desirable.

INFORMATION SERVICES SPECIALIST: Plan, coordinate, and control print/non-print cataloging. Actively participate in bibliographic instruction program. MLS from an ALA-accredited program required. Minimum two years' cataloging

Master's degree required, doctorate preferred. Teaching experience preferred, preferably in a community college. A deep and abiding commitment to the community college should be demonstrated by documented experience, formal study or writing. Review of applications will begin when received and continue until the successful candidate has been identified. Forward letter of application, résumé, and samples of work if ter of application, résumé, and samples of work if

Dean of Human Resources MOHAWK VALLEY COMMUNITY COLLEGE

1101 Sherman Drive Utica, NY 13501. Mohawk Valley Community College is an affirma-tive action, equal opportunity employer. Women, minorities and handicapped individuals are en-

# TENNESSEE STATE UNIVERSITY

**College of Arts and Sciences** 

Head of Department of Communication

Ph.D. in communication, journalism, or theater. Five years' minimum college teaching. Record of achievement in teaching, scholarship, and public service. Ability to work effectively with faculty and students from cliverse ethnic and nacial backgrounds. Good leadership, organizational, and communication skills. Good plans and ideas to build productive programs in theater, speech communication, radio-television, and journalism.

Nine-month, renure-track position with administrative responsibilities. Summer teaching and administration for extra pay.

Summer teaching and administration for extra pay.

Tempessee State University is an urban. land-grant institution with 7,500 students. The University offers several degrees including the doctorate. The College of Arts and Sciences includes 1,800 students and eleven departments. The Department of Communication includes 244 students, 9 faculty members, and areas of radio-television. Journalism, and theater.

Review of applications begins April 30, 1992

Please send letters of application, vitae, and reference letters to:

Bobby L. Lovett, Dean College of Arts and Sciences Tennessee State University Nashville, TN 37209-1561 (615) 320-3497

fiducation: Two tenure-track positions, rank open, beginning Adpust, 1992 Reading, educational psychology, social studies selbods, and coordination of student services to be covered by boilt positions. Opening the student services to be covered by boilt positions. Opening the student services to be covered by boilt positions. Opening the student services to be covered by boilt positions. Opening the student services to be covered by boilt positions. Opening the student services to be covered by boilt positions. Opening the position, stagificant elementary or scopning resources, collaborative school based research in and commitment to Christian higher education. Valvariate united in the collaborative school based research at the collaborative school based research at the collaborative school and the stage of the services and services. Submit a letter of intent, vita, and speckhard, Education Baratimes, Valparianes, Valparianes, Indigens of these references to: Dr. Geruld Speckhard, Education and services, and the services of the services o

Educational Administration Non-tenure-track appointment, Storting date; June 8 or August 7, 1992. To teach administration courses including but not limited to School Supervision. Secondary School Adminis-tration, Secondary Carrientum or Multicul-tration, Secondary Constitution of Multicul-tration, Secondary Constitution of Multicul-tration, Secondary Constitution of Multicul-tration, and in the understand teacher preparation program. Observation and Ac-tivities. May also supervise audicult teach-ers and administrative practices. Supres-rational classes and Occasional ovening classes at a resional granking center may be assigned. Potential for schoolary activity and a willingness to assign local school dis-tricts with their professional development needs is expected. On alifections: An earned decignate (All D) or program in pro-gress in Educational Administration/Edu-cational Leastership resoured; experience in the principalship and/or superintendency preferred. Salary: Instructor range. Apply

or car. D. in immestional Administration required. Administrative experience at the superintendency or central office level. A miningum of three years of molic school teaching, referably at the accordary level, and teaching, referably at the accordary level, Evidence of interest and competence of interest and competence of research and writing. Preference will be given and sensition to the undergraduate teacher office and according to the undergraduate teacher office, and according to the word of the control of

Educational Foundations: Marian College of Fond du Lac Invites applicants for a nine-

#### Assistant Professor of Chemistry

Corpus Christi State University invites applications for a tenuretrack assistant professor position in chemistry, pending final budgetary approval, to begin in August, 1992. We seek a broadly trained instrumental/analytical chemist with interest in environmental problems. The Ph.D. degree is required at the time of appointment. Candidates should be prepared to present evidence of effective teaching skills and the promise of obtaining support for research and pursuing effective research in areas related to the south Texas coastal environment. Instruction will include Quantitative Analysis, Instrumental Analysis, both with aboratories, and other advanced courses in the candidate's areas of interest. Approval for a new masters degree program in environmental science, within which is a concentration area in chemistry, is pending. Review of applications will begin April 15 and continue until the position is filled.

Corpus Christi State University is presently an upper-level (junior-senior-graduate) state supported institution of about 4,000 students located on the south Texas gulf coast. The University has been authorized to begin admitting freshmen and sophomore students in 1994. A letter of application, resume, and names and phone numbers of three references should be sent to: Dr. C. Alan Berkebile, Chair, Division of the Sciences, College of Science and Technology, Corpus Christi State University, 6300 Ocean Drive, Corpus Christi, Texas 78412. Applications from women and minorities are especially encouraged.

Corpus Christi State University A Campus of The Texas A&M University System CCSU is an Equal Opportunity, Affirmative Action Employer

# **FACULTY POSITIONS**

Lindsey Wilson College, a four-year liberal arts United Meth-odist-related institution, seeks candidates for the following

**MANAGEMENT** 

Instructor (Asst./Assoc. Professor) to teach undergraduate management courses. Ph.D. In management or related field(s) required. Position available

ACCOUNTING

Instructor (Asst./Assoc. Professor) to teach undergraduate accounting courses, M.S. in Accounting or M.B.A. and C.P.A. required, Ph.D. preferred, A.B.D. considered. Position available Fall 1992.

Send résumé, graduate transcripts, evidence of certification and 3 letters of reference to:

LWC is an EO/AA Employer

#### You can send your ad copy to The Chronicle's Bulletin Board anvtime!

By Telex:

Just dial the Chronicle's Telex number [89-2505] and send your ad copy as you would send any other Telex message by typing or feeding paper tapel, marking it to the attention of the Bulletin Board. The message will be automatically received at our offices within minutes. During our regular working hours [9 to 5 Eastern time], we'll process the ad right away. Ads arriving after hours will be handled first thing the next business day. The answerback device on the Telex machine will verify that we've received your message.

By FAX

Just call The Chronicle's FAX number, (202) 296-2691. For more information and to verify that we've received your copy, call our regular number, [202] 466-1056.

By telephone:

Our Bulletin Board assistants will be happy to take your advertisements dictated over the telephone. We'll do so any day of the week right up to 2 p.m. Monday—our weekly deadline [except for holidays], Just call (2004)

By mail:

Simply send the copy for your advertisement to the address below. You're likely to find the mails especially convenient when your copy is ready on a Tuesday or Wednesday. From almost anywhere in the United States, first-class mail sent on either of those days will reach us in time to make our Monday deadline. Send your ad copy to:

Bulletin Board The Chronicle of Higher Education 1255 Twenty-Third Street, NW, Suite 700 Washington, D.C. 20037

#### WINSTON-SALEM STATE UNIVERSITY Winston-Salem, North Carolina

Winston-Salem State University is inviting applications for the positions listed below, in each, the requirements include, but are not limited to, a doctoral degree, teaching/advising experience in higher education, and involvement in scholarly and creative activity, including sponsored re-

ARTS AND SCIENCES CONTACT: Dr. Fred Tanner

MUSIC—Band Director. Master's degree required, doctorate preferred PSYCHOLOGY—Assistant Professor.

COMPUTER SCIENCE—Assistance/Associate Professor. Doctorate to Computer Science or related discipline. BUSINESS AND ECONOMICS CONTACT: Dr. Willie Balley

ACCOUNTING—Department Chairperson. Rank negotiable ACCOUNTING—Assistant/Associate Professor. MANAGEMENT INFORMATION SYSTEMS—Assistant/Associate Professor FINANCE/REAL ESTATE—Assistant/Associate Professor.

EDUCATION CONTACT: Dr. Lella Vickers

SPECIAL EDUCATION—Assistant Professor. Earned doctorate in spedik

learning disabilities.

EARLY CHILDHOOD EDUCATION—Director, Early Childhood Center/As ELEMENTARY EDUCATION, FOUNDATIONS, AND SCIENCE EDUCA-

TION—Assistant Professor. Earned doctorate.

PHYSICAL EDUCATION—Assistant Professor. One-year appointment.

Master's degree in therapeutic recreation required, doctorate preferred.

NURSING AND ALLIED HEALTH CONTACT: Dr. Sylvia Flack

OBSTETRICS—Assistant Professor. MSN required, doctorate preferred.

SALARY: Negotiable and commensurate with background and exper AVAILABLE: August 17, 1992.

APPLICATION DEADLINE: Open until positions are filled. PROCEDURE: Submit letter of application, vitae, and the names and addresses of three professional references to the appropriate contact person

Winston-Salem State University is an equal opportunity employer and complies with the immigration and Control Act of 1986.

# **COLUMBIA COLLEGE**

# Assistant Professor, Mathematics

Columbia College, one of the ten oldest women's colleges in the country, is seeking a qualified individual to fill the position of assistant professor, tenure track, in the Department of Mathematics, beginning fall, 1992.

Candidates are required to have a Ph.D. in mathematics or computer science and a commitment to excellence in teaching as well as to continued professional growth. Interested Individuals should submits curriculum vitao, a letter of application and teaching philosophy, and the names of three references to:

Dr. Lesloy A. Diehl Vice President for Academic Affairs and Doan of the College Columbia College 1301 Columbia College Drive Columbia, South Carolina 29223

Applications must be postmarked by no later than April 22 for considerations

Columbia College is an Affirmative Action, Equal Opportunity Employer.

month lenure-track faculty position beginning August 15, 1992. Responsibilities include toaching graduate level courses in two of the following areas: Education, vidual power of the following areas: Education, Value Development, or Human Degraduate students ongaged in action retrained and tearning; and supervising search in their own least of in action retrained are commonaurate with experience, fered, including tultion remission for faculty, spouse and dependents. Opportunities of summer teaching are available. Outlinding and three years of successful elementary and/or secondary teaching. To apply, and a leuter of application, vita, official commendation to: Director of Human Resources, Marian College of Fond du Lac, Wisconsis 14935, Applications will be never the successful position in filled and commendation to: Director of Human Resources, Marian College of Fond du Lac, Wisconsis 14935, Applications will be never the successful position in filled. Alignmative Month of the position of the college of the successful elementary and three years of the elementary and three years of successful elementary and three years of the elementary

Educational Leadership: Ashtand University invites applications for a position in Educational Leadership. The position is a tenure track appointment with a rank of Associate Professor. An earned doctorate, toaching and advising experience at the doctoral level, and as least three years' experience in an approved K. 2 stiling are required. Responsibilities include teaching araduate courses in educational leadership and assisting with the development of a new doctoral with the development of a deadline is April 24, 1992, Interested candidates should send a letter of application, current resumé, transcripts, and three fetters of reference to T. Cene Teleso, Doan, School of Education and Related Professions, 101 Blazer Hall, Ashtand University, Ashtand, Ohio 44805. Ashtand University is an equal opportupity, affirmative action

invited and encouraged to apov.

Electrical Engineering/Research: The Department of Electrical Engineering at the University of Washington anticipates gates and Assistant Professorship position opening in the area of intelligent systems and signal processing. The rosium and signal processing. The rosium and signal processing. The rosium as systems, and time frequency representation as applied to power systems and making a little and supervising graduate students. To professor and supervising graduate students to prive seed a resume and references by May 11, to Professor R. J. Marks, Department of Electrical Engineering. Firl, University of Washington, Seattle, Washington, Seattle, Washington, Purchaser, Pu

Electrical Engineering Technology; Purdur University School of Engineering and Technology at Indianapolis—UPOI invites applications for a tenure-track position in Electrical Engineering Technology. The faculty member will develop and upport the electronics manufacturing curicum and teach other courses in the EEr

# **BULLETIN BOARD:** Positions available

**FACULTY POSITIONS** (Contingent upon funding)

GREENFIELD COMMUNITY COLLEGE seeks committed and innovative instructors, for tenure track positions, in the following academic disciplines beginning in the

CRIMINAL JUSTICE: teach courses in criminology and criminal justice.

CRIMINAL JUSTICE/HUMAN SERVICES: teach courses in criminology, criminal justice, and human services (counseling, psychology, practicum). MATHEMATICS: teach a variety of mathematics courses (developmental through

ART (Graphic Design and Media Communication): teach courses in printmaking (etching and lithography), drawing, design and other closely related courses.

ESL: teach courses at four levels in reading, vocabulary, composition, oral communication, grammar, and study skills. FOREIGN LANGUAGE: teach courses in French and Spanish at elementary and intermediate college levels.

Positions offer a salary range of \$21,995-\$32,927 with excellent fringe benefits. Screening will begin with completed applications received by April 30, 1992, and continue until the positions are filled.

We regret that we will not be able to accept telephone inquiries. For a detailed job description, including qualifications and application packet, write to the address below indicating specific position of interest.



Jeffrey C. Wallace Director of Personnel GREENFIELD COMMUNITY COLLEGE One College Drive Greenfield, MA 01301

An equal opportunity, affirmative action employe

#### ACADEMIC POSITIONS - FALL 1992 Nursing, Physical Education, and Sociology

Cuesta College, San Luis Obispo, California, has the following academic opportunities available. Completed applications will be received through May 5, 1992, 4pm.

NURSING INSTRUCTOR - Master's in nursing, OR Bachelor's in nursing AND Master's in nursing in progress; California Licensure as registered nurse; minimum of one year's experience in long-term care as a registered nurse; minimum of one year's experience in acute care setting as a registered nurse.

PHYSICAL EDUCATION/ATHLETIC INSTRUCTOR - 1. Master's in physical education OR, 2. Bachelor's in physical education AND Master's in any life science, dance, physiology, health education, recreation, administration, kinesiology, or physical therapy OR valid credential that meets the minimum qualifications specified for the discipline or service covered by the credential. OR a combination of education and experience that is at least the equivalent of items 1 or 2 above.

SOCIOLOGY INSTRUCTOR - 1. Master's in sociology, OR, 2. Bachelor's in sociology AND Master's in anthropology, any ethnic studies, political science, or psychology OR valid credential that meets the minimum qualifications specified for the discipline or service covered by the credential, OR a combination of education and experience that is at least the equivalent of items 1 or 2 above.

Write or call for an application packets

**CUESTA COLLEGE** 

Personnel/Affirmative Action Office P.O. Box 8106 • San Luis Obispo, CA 93403-8106 Telephone: (805) 546-3127 Fax (805) 546-3907

Cuesta College is an EEO/AA Employer

### FRESHMAN SEMINAR VISITING PROFESSORSHIPS

The Madison Institute for interdisciplinary Studies invites applications for two Freshman Seminar three-year Visiting Professorship positions beginning with the 1992-93 academic year. An advanced degree in a discipline germane to the university; two years' experience teaching a course similar to the Freshman Seminar; and demonstrated teaching ability in interdisciplinary courses. Responsibilities: Teach the Freshman Seminar, an interdisciplinary course required of all entering students, and other courses in appropriate reademic area. Application Process: Applicants should submit a letter of application indicating their qualifications for the position; a current curriculum vitae; an unofficial copy of transcripts; and names, addresses and teleptione numbers for three references. Send all materials to the address below. Filling all positions is contingent upon budgetary approval and salaries will be compellitive. Review of applications will begin on April 15, 1992 and will continue until the positions are filled.

the positions are filled.

The Freshman Seminar is a three credit interdisciplinary course required of all first year students at james Madison University. The Freshman Seminar is considered the cornerstone of the Liberal Studies program and its purposes include promoting the academic ethic of life-long learning and enhancing the skills of analysis, problem-solving, critical thinking, writing, and informed discussion needed by a liberally educated person. The course is intended to introduce freshmen to significant ideas of civilization; to demonstrate that great ideas are not limited to or by a particular time or place but rather are part of the interconnectedness of culture; and to show that great concepts can be expressed in a myriad of forms and genres. The Freshman Seminar is administered through the Madison Institute for Interdisciplinary Studies and much of the Seminar is directed by the members of the Freshman Seminar Coordinating Committee who represent the five colleges at the university.

James Madison University is a state supported comprehensive university providing career preparation with a strong liberal arts foundation to an enrollment of 11,000 students. James Madison University actively seeks a culturally diverse faculty and student body, encourages applications from minorities and women, and is an afilimative action, equal opportunity employer. The Campus is located in the Shenandoah Valley of Virginia and is a two-hour drive from Richmond, Roanoke and Washington, D.C.

Dr. Violet Allain, Chair, Search Committee Madison Institute for Interdisciplinary Studies James Madison University Harrisonburg, VA 22807

program. Master's or Ph.D. degree in electrical engineering control of the contro

Elementary Education: Northern Arizona University is tecking an individual to take a leadership position in a highly experiential teacher training program. The program trains teachers in elementary education and is, located on-site at elementary schools. The person selected for this position will work intensively with preservice teachers and practicing teachers at the school sites. The ideal candidate will be a generalist in elementary education. Teaching assignments will focus on mathematics and science areas. Applicants must be able to document (1) a record of successful teaching in elementary schools, (2) a commitment to curricular innovation, (3) atrong interpersonal skills, and (4) research akills. An

total received by May I, 1992 will receive first priority, but the search will continue until position is filled. Résumés and the names of three references should be sent to Professor Richard E. Phie, Department of Electrical Engineering Technology, Purdue University School of Engineering and Technology, Purdue University School of Engineering and Technology, 799 West Michigan Street, Indeadough of the Professor and School of Engineering and Educations, Indiana 46202-3160, IUPU1 is an Equal Opportunity, Affirmative Action Employer.

Elementary Education: Northern Arizons University is ageicing an individual to take a leadership position in a highly experiential teacher irrainian program. The program trains teachers in elementary education will work intensively with preservice teachers and practicinal teachers in chementary schools. The person selected for this position will work intensively with preservice teachers and practicinal teachers in chementary schools. The person selected for this position will work intensively with preservice teachers. The ideal candidate will be a generaliat in elementary education. Teaching assignments will focus on mathematics and science areas. Applicants must be able to document of the program of th

## **SCHOOL OF BUSINESS**

#### ACCOUNTING, ECONOMICS, FINANCE, MANAGEMENT, MARKETING

Southern Connecticut State University School of Business Invites applications for tenure-track positions at the expected tank of Assistant Professor in Accounting, Economics, Finance, Management and Marketing. An appropriate earned doctorate is preferred. Applicants near completion of the doctorate will be considered. Research and publication and professional business experience are valuable. Salary is competitive. Hiring is subject to Board approval and funding. Send letter of interest including research and teaching interests, résumé, past university level teaching experience and three or more references to the appropriate Search Committee Chalperson listed below:

School of Business
Southern Connecticut State University
501 Crescent Street
New Haven, Connecticut 06515

AA/EOE CLOSING DATE OF APPLICATION: April 15, 1992.

SOUTH PUGET SOUND



SOUTH PUGET SOUND COMMUNITY COLLEGE invites applications for the following faculty positions to begin September 1972:

NURSING-PSYCH/MEDICAL SURGERY
CHEMISTRY/BIOLOGY
ENGLISH-COMPOSITION/TECHNICAL REPORT WRITING
HISTORY/POLITICAL SCIENCE
HISTORY/POLITICAL SCIENCE
ARLY CHILDHOOD/PARENT EDUCATION
INTERPRETER TRAINING (FOR THE DEAF)
OFFICE ADMINISTRATION

Applications received by Priday, May 2, 1992, will receive full consideration. Later applications may be considered until position is filled. Salary is competitive with Washington Community Colleges. Excellent benefits package. For application information, contact the Personnel Office, 2011 package. For application information, contact the Personnel Office, 2011 Mottman Road SW, Olympia, WA 98502, or call 206/754-7711, ext. 360. AA/EOE.

tenure track position in elementary mathematics education with the rank of Austiana Professor. Primary responsibilities include teaching spaceral methods and mathematics methods courses in the elementary certification sequence and supervising field experiences prior to student teaching. Other duties tas appropriate) include advising undergraduate and graduate students, teaching graduate level courses, supervising student teachers, and participating in scholarly activities. An earned doctorate in education; a strong background in mathematics; recent successful teaching experience at the elementary or middle school level; and a commitment to continued professional development, multicultural perspectives, and actionation in the continued professional development, multicultural perspectives, and actionative scholarly activities are required. Salary is competitive. Applications.

5

Department of Health & Physical Education School of Education

Syracuse University anticipates hiring an experienced leader for its program in Health and Physical Education. The faculty are beginning to transform this program by focusing more attention on the science of exercise and sport. The chair will help guide the development of a nationally prominent program in this

The chair is responsible for coordinating undergraduate and graduate degree programs, enhancing faculty teaching and research, furthering university and community service activities as well as some teaching and advisement duties. Continuation of the candidate's research program is also expected.

This tenure-track appointment will be made at the Associate or Professor level. Although the area of specialization is open, preference will be given to individuals with a clear record of research in the field of general science and scencise physical grounds and staining or experience in sports medicine, physical education, blomechanics, exercise blockemistry, or health promotion are desirable. Candidates must have an earned doctorate, extensive experience in university teaching and doctoral advisement, an ongoing research agends, and a developed record of research publications.

Application screening will start on April 15, 1992 and continue until the position is filled. The appointment will begin between July 1, 1992 and January 1, 1993. Please send applications, nominations, and inquiries to Dr. James Winschel, Associate Dean, Syracuse University, Health & Physical Education, 820 Constock Avenue, Syracuse, New York 13246-5040 or call (315) 443-2714. Candidates should include a letter of application, curriculum vita, and at least three references. Salary is commensurate with experience.

Syracuse University is an Equal Opportunity/Affirmative Action Employer.

Dr. Larry Rosen, Chair, Division of Educa-tion, Campus Box 8419, DeLand, Florida 32720. Stetson University is strongly com-ndited to developing a diverse faculty. Women and minorities are encouraged to apply. Deadline April 23, 1992.

Engineering/Architectural Services: Assistant Director—Hospites Architecturol, Engineering and Environmental Services. The University of lowa Hospitals and Clinics, a 90%-bed comprehensive leritary care center is looking for an Assistant Director to plan and direct its engineering, facility operations, maintenance, new construction, alteration and renovation, hospital binensimetring; and to essist in administration of architectural services, safety and security, housekeeping and grounds. Requirements include a Bachelor's degree in Engineering or an equivalent combination of education housekeeping and grounds. Requirements include a Bachelor's degree in Engineering or an equivalent combination of education and experience. Extensive management experience in ridant engineering maintenance, facilities passagement and copatruction with administrative responsibility and demonstrated effectiveness in a larse institution tyreferrably a hospitall is necessary. Affiliation tyreferrably a hospitall is necessary. Affiliation with relevant professionni engineering societies is dosimble. Salary will be commensurate with education and experience. Qualified individuals should sond a letter of interest and fesures by June 1, 1992 too Kan Davenport, Director, Architectural, Engineering and Environmental Services, University of lows Hospitals and Clinics, 200 Hawkins Drive, C-118 GH, lows City, lows 52342-1009. Women and minorities are encouraged to apply. The University of Iowa has an Equal Opportunity, Affirmstive Action Employer.

Fresible American Literature (Income and Income Clinics, 200 Hawkins Drive, C-118 GH, Iowa City, Iowa Sizate Literature, Sizate University of Iowa Hospitals and Clinics, 200 Hawkins Drive, C-118 GH, Iowa City, Iowa Sizate Literature, Commencing and Income Comm

English: American Literature (tenure track). Salary: Open, depending upon qual-ifications and experience. Rank: Open, de-ponding upon qualifications and experi-ence, Starting date; August 27, 1992. Re-sponsibilities: Teach courses in both upper

and lower division American Literature, Freshman Composition, possibly advanced Composition. Assignments in the Core will vary depending upon special pareas of interest and solitary. Qualifications: The University of Science and Arts of Oktahoma, the stelle's only designated four-year Liberal Arts subversity, seeks an American Literature specialist who also has a strong background in Composition Theory. Secondary areas of caperities such as Basic Writing, Journalism, Technical Writing, Journalism, Technical Writing, Journalism, Technical Writing, or Film Studies helpful. The successful candidate will possess an excellent teaching record, a record of scholarship or potential for same. A multi-disciplinary background is desipolicary Studies Core Curriculum and team-leaching is absolutely required. Ph.D. preferred, Send letter of application, resums, and at least 3 letters of recognmentation

English: Assistant Professor, The Arts and Lefters Department of Lake Superior State University seeks applications for full-time (academic year), tenue track facility to teach composition courses, commensing August, 1992. Background in developmental and/or technical writing desirable. Ouglifications: Ph.D. required: teaching experience preferred. Subsuit a letter of application, resume, transcripts, and letters of reference to the Office of Employee Relations, Administration Building, Lake Superior State University, Sault See. Marie, Michigan 49783. Women and minorities are encouraged to apply. Applications will be accepted until the position is filled. An Equal Employment Opportunity, Affirmative Action Employer.





students. Administrative duties include leadership in development of Ph.D. program and in personnel decision

QUALIFICATIONS: Ph.D. in political science (field of

specialization open) is required. Sufficient teaching

experience and publication record to warrant appointment

to associate or full professor rank with tenure. Pigr

SALARY: Highly competitive; commensurate with

experience and qualifications. Twelve-month appointmen

to begin July 1. 1992, or at a mutually agreeable time

THE SETTING: UNLY is one of the fastest growing

universities in the nation with a current enrollment of more

than 19,500 students. UNLV was recently cited by U.S.

NEWS & WORLD REPORT (1990-91) as one of the "up-

and-coming" colleges and universities in the U.S. Located

in cosmopolitan Las Vegas, the university has the strong

support of the community's rapidly growing populations

APPLICATION: Applications and nominations should be sent to the address below. To apply, send letter, vita and

names, addresses and phone numbers of five references.

Screening will begin May 1, but search will continue until

a suitable candidate is identified. Send materials to: Chery

Bowles, Associate Dean, Graduate College, Political Science

Chair Search Committee, University of Nevada, Las Vegas

4505 Maryland Parkway, Las Vegas, Nevada 89154-1017. UNLV employs only U.S. citizens and aliens authorized to

UNLV is an AAVEEO employer.

A YOUNG, PROUD, AND GROWING UNIVERSITY

LSUE

The Community College of Acadiana

Head, Division of Business & Technology

Responsible for administering Business & Technology Division at a

2-year community college campus of the LSU System. Strong leadership expected in developing new programs. Includes limited teaching

Qualifications: Doctorate preferred; applicants with master's degrees

Position Starting Date: August 18, 1992 (or as otherwise agreed). Applications accepted until May 1 or until suitable candidate found.

Application: Send application letter; vita; names, titles, addresses,

LSUE is an equal opportunity/affirmative action university. Women and minorities are encouraged to apply.

phone numbers of 3 references to Dr. Donald Rogers, Vice Chancellor for Academic Affairs, Louisiana State University at Eunice, P.O. Box

Salary: Commensurate with experience and credentials,

budget management, and curriculum planning.

administrative experience preferred.

thereafter.

850,000 residents.

work in the U.S.

# LIVINGSTONE COLLEGE **Faculty Positions 1992-93**

Livingstone College is a small liberal arts institution affiliated with the African Methodst. Episcopal Zion Church Founded in 1879, the College is located in Salisbury. North Carolina and is equidistant from the metropolitan and in Churchan and Camarkan.

Livingstone College seeks faculty committed to academic excellence. All faculty positions are full-time, 9-month positions available for August 1992. Duties include academic advisement and serving on institutional committees. Rank and salary are dependent on qualifications.

The College invites applications and nominations for the following faculty and administrative vacancies in Academic Affairs:

I. CHAIRPERSON, DEPARTMENT OF SOCIOLOGY/SOCIAL WORK: To provide leadership and management of the department, and develop grains. Qualifications: An earned Ph.D. (D.S. W.) in Social Work and at least three years' experience in administration and classroom instruction populars.

anstruction required.

2. PHYSICAL EDUCATION: To teach health courses and assist in the development of a health curriculum for physical education students majoring in the teacher certification program; assist in the development of a health minor. An earned Ph.D. in Health Education preferred. Master's degree with teaching experience required.

SOCIAL WORK: To teach courses in the Bachelor of Social Work program and develop proposals. M.S. W. and at least two years of post-master's experience required.

 HISTORY: An earned Ph.D. in European History preferred. Master's degree required. Acquaintance with computers and statistics desirable. 5. ACCOUNTING: An earned Ph.D., C P.A., reclinical background and the ability to teach auditing, accounting, information systems and a C.P.A. examination review course required.

6. BUSINESS/FINANCE: Ph.D. in Business Administration and/or its related concentrations required. Must be able to teach a variety of business courses. Two positions available. One, a one-year non-renewable vacan-

SPANISH: To teach elementary and intermediate Spanish and assist in the development of new courses for a possible minor in Spanish, Ph. D. in Spanish preferred, Master's degree with a minimum of IR semester hours

SPEECH: Ph.D. preferred, Master's degree required in speech commu-nication or communication studies. Teaching experience required.

9. EDUCATION: Must have a Ph.D. in Education and be able to teach

Please submit letter of application, curriculum vitae, graduate transcripts and three letters of recommendation to:

Dr. Barbara A. Brown Dean of Academic Affairs Livingstone College 701 West Monroe Street Salisbury, North Carolina 28144

10. BIOLOGY & CHEMISTRY LABORATORY SUPERVISOR: Duties include maintaining inventories of stockroom materials, prepar-ing requisitions for supplies, preparing reagents, seeing up laboratory experiments, helping faculty members with laboratory sessions, super-vision of student laboratory assistants, and working with faculty mem-bers on research projects. Qualifications: B.S. degree in Biology or Chemistry required. Full-time, 12 months beginning July 1, 1992. Please submit letter of application, curriculum vitae, undergraduate tran-script and three letters of recommendation to:

Dr. Robert Boyd
Chairman, Division of Natural Sciences
Livingstone College
701 West Monroe Street
Salisbury, North Carolina 28144

The closing date for consideration of all ten positions is April 24, 1992.

# BISHOP STATE COMMUNITY COLLEGE Medical Record Technology

Director/Instructor for new two-year associate degree program. Beginning June 15, 1992. Must be a registered Record Administrator with a baccalaure ate degree or postgraduate certificate from an accredited program. Required of medical record science and a minimum of six 60 months teaching experience. Application deadline May 8, 1992 or until filled. Send letter and Record Technology Program, 351 North Broad Street, Mobile. Alabama 16603-5898. AAEOE.

English Available August, 1992. Requires master's degree in fixelish, prefer previous experience teaching developmental and fireshman English composition, preferably in a community college. Position will repain open unit a swittable candidate in found. Ability to work with insulatically and culturally diverse populations. Incurre: Arizona Western College. Presoned Department, P. O. Box 238, Yuma, Arizona 83366; or call 603-344-7304. Affirmative Action, Equal Opportunity Employer. English: Two tenuse-track Assistant Profes-sorships. Beginning August, 1992. We seek generalists with a record pt oscallence in understructure tenching. Candidates must

undergrachante teaching Artherisence in hove experience teaching writing. Doctornies preferred: ABDs considered. Candidates with expertise to one of the following prioritized fields with any advantages; and three Cardidates and water any cardidates with expertise to one of the following prioritized fields with hove an advantage; and three filterature, especially Native American; 2 toterdisciplinary curriculars; 34 words. 22 toterdisciplinary curriculars; 34 words. 22 toterdisciplinary curricular with the control of the contro

#### Chattanooga State Technical **Community College**

Instructor, Chemistry

Responsibilities: Teach courses in basic, general, organic, and analytical chemistry and serve as laboratory instructor. Coordinate equipment and supplies, advise students, serve on college committees, assist in continuing education and community services.

Qualifications: (1) Master's degree in chemistry and chemistry education with a minimum of 18 graduate hours in chemistry required; (2) minimum 3 years teaching experience preferred; (3) familiarity with modern instrumentation required; (4) industrial or research experience desirable. Acutability or

#### Instructor/Assistant Professor, Physics

Responsibilities: Teach courses in physics, physical science and Astronomy, including laboratories. Coordinate equipment and supplies, advise students, and serve on College committees and panticipate in community service.

ice.

Qualifications: (1) Master's degree in physics or a Master's degree with at least 18 graduate hours in physics required; (2) minimum of three years' teaching experience at the college level preferred; (3) experience in industry preferred; (4) familiarity with modern instrumentation including an interest and experience in the application of computers to teach physics preferred. Complete application and résumé must be received no later than May 1, 1992 in the Personnel Department. To obtain an application, contact Personnel, Chattanooga State Technical Community College, 4501 Amnicola Highway, Chattanooga, Tennessee 37406; (615) 697-4458.

AAVEOF

# FACULTY/HUMAN NUTRITION Department of Human Ecology

Applications are being accepted for a 9 1/2 month tenure-track faculty position with open rank. Responsibilities to include: teaching undergraduate food and nutrition courses (50%); conducting research in area(s) of

A doctorate degree in Nutrition or related field is required. RD or Registration-eligible desired. Preferred area of research in public health or community nutrition. Must have teaching experience and a demonstrated ability to develop nationally recognized research program. Applicants should send curriculum vitae, official transcripts and three lefters of recommendation by May 15, 1992 to:

Department of Human Resources J. T. Williams Building University of Maryland Eastern Shore Princess Anne, Maryland 21863

For additional information, contact Dr. Retia Walker at (410) 651-6056/55. The successful candidate must be able to show acceptable documentation proving identity and establishing the right to accept employment in the United States of America. UMES is an EEO/AA employer, a drug-free workplace, and enforces a no-smoking policy applicable to all campus bulldings.

## University of Alabama at Birmingham (UAB) CHAIR, DEPARTMENT OF POLITICAL SCIENCE AND PUBLIC AFFAIRS

त्वाकृष्णका व्यवस्थात् । व्यवस्थ

AND PUBLIC AFFAIRS

The Department of Political Science and Public Affairs invites applications for the position of chair of the department. The appointment will be at the rank of professor or senior associate professor. Field of specialization is open, but candidates with expertise in public administration are especially welcome. The department anticipates filling the position during the 1992. Alabama at Birmingham is a comprehensive institution with approximately 16,000 undergraduate, graduate, and professional students. The department consists of a ten-person faculty and offers'a major in political science, a NASPAA-accredited MPA program, and an undergraduate minor scholarship and a commitment to quality teaching and community service. Some administrative experience is desirable but not a prerequisite. UAB is it is an encouraged to apply. Review of applications will begin April 25, interest, vita, and the names of three references to Department Chair University of Alabama at Birmingham, Birmingham, AL 35294, or fax the material to (205) 934-9896.

English as a Second Language: Program Director. The Center for Foreign Language Studies at Emporia State University seeks a person to provide leadership to ESU intensive English Program, besinaina approximately July 18. The ISP program enrolls approximately 80 non-the special action of Socials each sensiter. Enhancing this program and developing a program of instruction which leads to the certification of subside enhancing the seaked teached to the certification of subside enhancing the seaked teached to the certification of subside enhancing the seaked teached to the certification of subside enhancing the seaked teached to the certification of subside enhancing the seaked teached to the certification of subside enhancing the seaked teached to the certification of subside enhancing the seaked teached to the seaked teached teache program and developing a program of inprogram which leads to the certification of
public school teachers in ESL would be a
raigor teaponsibility. Qualifications include
a PL.D. in lineaustics, applied finalistics;
a PL.D. in lineaustics, applied finalistics;
ESLL fortiles, applied finalistics;
Established fortiles, applied finalistics;
ESLL fortiles, applied finalistics;
Established fortiles, applied finalistics;
Established fortiles, applied finalistics;
Established fortiles, applied fortil

tion in a 223 day contract providing instruction in the apprenticeship providing instruction in the apprenticeship providing instruction in the apprenticeship providing instruction in Aveal Shapyard, Bermerton, Washington, Master's degree Emplish reparties of Emplish rein industrial communications preferred.
Additional teaching experience in mathematics and word processing designable.
Starting date: July 9, 1992. Letter of application, résumé, college transcripe designable,
callion, résumé, college Application, and
these current letters of recommendation
All application majoricals become the procity of Olympio College, Application,
John College, College Personnel,
1600 Chaster Avenue, Blesser Personnel,
1600 Chaster Avenue, Bermerton, Washand minorities air encouraged to apply.

Encilshawatet.

Fellowships: The University of British Co-iumbia, Fost Doctoral Fellowships. Third international Mathematics and Science Study (TMSS). Applications are invited for post-doctoral fellowships offered by the situry (TIMSS). Applications are invited for post-doctoral fewships offered by the Third international Mathematics and Science Study (TIMSS) being coordinated in the Department of Mathematics and Science Education, University of British Columbia. TIMSS is a ten-year study of mathematics and science loaching and learning in more than 56 countries. Up to three fellowships will be awarded, up to three fellowships will be awarded, up to three fellowships will be awarded and neasurement. Dates part and one in research designamentodology and measurement. Dates part and firstrument development activities; chairing task forces and committees; chairing task forces and committees; creating task forces and committees; creating task forces and designing and coordinating translation werification activities; and signament in the initial term of appointment in from July 1, 1992 to June 30, 1993 with possible renewal for an additional year. Berifier appointments may be made depending on consideral availability: A continy attended on constant and continues additional depending on constant and continues and c

1129, Eunice, LA 70535.

consisting of letter, vita or dosaler, and names, addresses, and phone numbers of 3 references to William Sullivan, Chair Department of English, Winthrop College Opportunity, Affirmative Action Emrloyses.

Ethnic Studies: Please see regular classified advertisement under English, Lewis-Clark State College.

Fellowships: The University of British Commiss. Foat Decipral Fellowships. Third

Film/Video: Columbia College Chicago seeks full-time faculty beginning Fall, 1992 to teach film/video production and history asstratics. Opportunity for rapid growth into advanced undergraduate and graduale thesis advising responsibilities. MFA or Guliyaleat work experience preferred. Excellent benefits package. Women and minorities are encouraged to apply. Send vita production rect and statement of teaching pidicosophy by May 15, 1992, to Dorsen Bartoni, Acting Co-Chairperson, Department of Film and Video, Columbia College Chicago, 600 South Michigan Arenae, Chicago, Lilinois 60605. Columbia College Chicago is an equal opportunity employer.

# UNLV

#### CHAIR, DEPARTMENT OF POLITICAL SCIENCE **COMMUNITY COLLEGE** RESPONSIBILITIES: Provide leadership for a fourteen member department offering the B.A. and M.A. Department Faculty Teaching Vacancies currently has 264 undergraduate majors and 34 graduate

Virginia Western Community College, a comprehensive community college located in Roanoke, VA, is accepting applications for the following ninemonth teaching faculty positions. Contract period for all positions is August 16-May 15. For all positions, candidates will be expected to teach the equivalent of the contract alent of five classes per semester, including at least one night class. Candidates must meet the minimum academic and experience qualifications for the positionts for which they wish to be considered. Commitment to instruction, student learning, academic advising, and academic planning is essential. Excellent communications and interporsonal skills are basic to the positions. Full-time teaching experience is essential, preferably in a community college. All candidates must possess and be able to present excellent references. Salary will be commensurate with experience and academic qualifications.

**BULLETIN BOARD: Positions available** 

VIRGINIA WESTERN

Teaching area: Accounting. Applicants must minimally possess a master's degree with a minimum of 18 graduate semester hours in accounting and finance, two years of equivalent full-time occupational experience in the field of accounting or finance, and two years of equivalent full-time teaching experience, preferably in a community college. Experience with microcomputers and associated software packages preferred. RICHOGY

Teaching area: General biology, anatomy and physiology, and microbiology. Must assist in extracurricular activities. Applicants must minimally possess a master's degree with at least 18 graduate semester hours in biology and classroom teaching experience, preferably at a community college. Must exhibit the ability to teach a variety of courses.

MATHEMATICS Teaching area: introductory college level mathematics courses with primary assignment in developmental mathematics. Applicants must infinimally possess a master's degree with at least 18 graduate sumester hours in mathematics and classroom teaching experience preferably at a community college. Must exhibit ability to teach a variety of courses and capability of taking a leadership role in coordinating the College's developmental mathematics program and assisting with extracurricular activities.

MECHANICAL ENGINEERING TECHNOLOGY MECHANICAL ENGINEERING TECHNOLOGY

Teaching area: Muchanical engineering technology courses. Applicants must minimally possess a bachelor's degree in Mechanical Engineering or Mechanical Engineering Technology AND possess a Professional Engineering registration OR possess a master's degree in Engineering or Engineering Technology in iteu of the B.S. and PE. Must possess no fess than two years of full-time occupational experience in manufacturing engineering or technology; three years of this experience preferred. Teaching experience is also preferred. Must possess and exhibit knowledge of current industrial and manufacturing equipment and practices, including CAD/CAM/CNC systems. Candidates selected for interview must be prepared to deliver a lecture on a related topic to be assigned.

Submit state-required application, college transcripts, and resume to MAC/C.

Submit state-required application, college transcripts, and résumé to VWCC Personnel Office, P. O. Box 14005, Roanoke, VA 24038, or call (703) 857-7282 for application Information. Deadline for submitting applications is May 1, 1992. EEO/AA Employer.

#### COLLEGE OF THE SEQUOIAS

College of the Sequoias administration and faculty invite highly motivated teachers to become part of our staff which serves more than 8,500 culturally and socio-economically diverse students.

MS/MA Required Anatomy Ĝeneral Biology/Zoology (Full & P/T) Art History (P/T) Business General Business, COBOL/Computer,

Accounting (Full & P/T) Chamistry (one-year leave replacement) English Composition through Advanced and intro

ductory literature (P/T) Mathematics Remedial Math through Calculus (Full & P/T)

peech (P/T) Theatre Arts stagecraft, lighting, costume, make-up (P/I)

BS/BA Required -Business Office Technology (Full) I&T Electronics)

Open until filled. Interviews tentatively scheduled for week of May 10, 1992 For information about these and other Full/Part-time positions, contact Personnel Services, 915 South Mooney, Visalia 98277 or call (209) 780-8776/3779, Fax (209) 780-3894. Minority and women are urged to consider the career opportunities available for full and part-time positions for Fall (day and evening classes).

Finances University of Missouri-Columbia, College of Business and Public Administration. Applicants are invited for one failtime position et the Assistant Professor level for the 1992-91 academic year. Candidates should possess outstanding teaching and research skills. Teaching at both the graduate and personal present a surface of the primary areas of finance is expected. The candidate should have the background to conduct research of high quality and to publish in referred, scholarly journals. Other responsibilities include service to the department, university, and the profession. A Ph.D. in Finance from a reputable University is required. Send letter of application, vila, three letters of research to: John D. Stowe, Chair, Department of Finance, College of Business and Public Administration, Uni-

South Michigan Avenue, Chicago, Illinois 60603. Columbia Collega Chicago is an equal opportunity employer.

Finance: University of Missouri-Columbia is 314-449-6272, fax is 314-822-0365, bitnet is finatowe@unicyenty. The University of Missouri-Columbia is committed to affirmative action and equal committee to affirmative action and equal

employment opportunity.

Financial Aid, Financial Aid Director is being hired at Capitalia College, Reporting to the Dean of Students, the Director is responsible for administering all aspects of federal, state, and institutional student financial assistance programs. These include financial aid, student employment, and work study programs, The Director also cooperates with public agencies and private organizations to coordinate disturtement of sid to students away the continuous disturtement of sid to students BA and three years' successful administrative experience of students and three years' successful administrative experience at the managerial tevel. Please call or write to Personnel Officer, Centralia College, 650 West Locust, Centralia, Osciego, 650 West Locust, Centralia, Washington 98331; 206-736-9391 catension 431 for complete Information on

## UNIVERSITY OF NORTHERN IOWA **College of Education**

**Faculty Positions Anticipated for** Academic Year 1992-93

Department of Curriculum and Instruction

Reading and Language Arts Education. Two tenure-track positions beginning fall 1992. Responsibilities include leaching undergraduate and graduate courses in reading and language arts and/or children's literature. Qualifications include earned doctorate in Reading, Language Arts, or a related area, experience in elementary or secondary teaching and evidence of potential for scholarly research and publication. Screening of applicants begins April 22, 1992, and will continue until an appointment is made. Send inquiries to Chair, Reading and Language Arts Search Committee, Department of Curriculum and Instruction, University of Northern Iowa, Cedar Falls, Iowa 50614-0606.

Senior Professorship in Elementary and/or Early Childhood Education. A leadership position is available buginning Fall 1992. The person selected for this position must have a national reputation in Elementary Education and/or Early Childhood Education. Screening of applicants begins April 15, 1992, and will continue until an appointment is made. Send inquiries to Dr. Peggy Ishler, Chair, Department of Curriculum and Instruction, Schindler Education Center 618, University of Northern Iowa, Cedar Falls, Iowa 50614-0606.

Department of Educational Psychology and Foundations

Ass. Professor, MeasurementEvaluation Specialist. Tenure-track position beginning Fall 1992. Position serves undergraduate, masters, and dioctoral programs as a measurement and evaluation specialist. Qualifications include earned dioctorale with emphasis in test construction, stallstical analysis, and educational research. Profer applicants with some knowledge and training in qualifiative research and/or evaluation. Screening of applicants begins April 22, 1992, and will continue until an appointment is made. Send Inquiries to Dr. Barry Wilson, I bead, Department of Educational Psychology and Foundations, University of Northern Iowa, Cedar Falls. Iowa 50614-0607.



UNI is an Equal Opportunity Educator and Employer with a comprehensive plan for Affirmative Action

#### FAIRMONT STATE COLLEGE

Mid-Atlantic Aviation Training and **Education Center** 

INSTRUCTOR/ASSISTANT PROFESSOR, AVIATION TECHNOLOGY 2 Positions

Fairmont State College is seeking qualified applicants for positions as an instructor/Assistant Professor of Aviation Technology. These positions consist of teaching and developing classroom and laboratory courses. In addition, the applicant will serve as a student advisor. All faculty are expected to further develop their professional expertise and participate in professional activities. Salary and rank commensurate with background and experience. This is a temporary position. A tenure track appointment will be considered if a permanent position becomes available in the future. mum qualifications:

Avionics: Applicants must possess a minimum of a Bachelor's De-gree in an appropriate field, an FCC General Radio Telephone li-cense, and at least 4 years of teaching and/or related industrial expe-rience. A Master's Degree, FAA A&P Ilcense and Private Pilot certifi-cates are desirable.

Aviation Maintenance: Applicants must possess a minimum of a Bachelor's degree in an appropriate field, an FAA Airframe and Powerplant license, and at least 4 years of teaching and/or related industrial experience. A Master's Degree, inspection Authorization, FCC license and a Private Pilot certificate are desirable.

Interested applicants should send a letter of application, résumé, transcripts fundergraduate and graduate), and three references to: Charles White, Director, Mid-Atlantic Aviation Training and Education Center, Fairmont State College, Fairmont, WV 26554; (304) 367-4679.

oplications will be accepted until May 1, 1992 or until the positions are led. Applications from minorities and women are welcome. Fairmont State bilege is an Equal Opportunity, Affirmative Action Institution.

#### TRANSPERSONAL PSYCHOLOGY

The institute of Transpersonal Psychology is accepting applications for a graduate faculty position (Haif to Full-time) to begin September 1, 1992. Responsibilities focus on teaching and administration that will further research and dissertations in Transpersonal Psychology. Requirements include a completed doctorate and a record of both published research and of chairing Ph.D. Dissertations and professional factors. tions. Rank to be evaluated. Send inquiries and application (letter of Interest, resume and names of three references) to Robert Schmitt, Ph.D., Academic Dean, ITP, 250 Oak Grove Avenue, Menlo Park, CA 94025; Tel.: (415) 326-1960.

scription. Croses may 4, 1992. ANJEON.

Financial Aids Berry College seeks a Director of Financial Aid. Position requires a minimum of livre years' experience at the director or associate director level. Berry maintains an extensive student work opportunity program. Candidates must possess a commitment to atuded employment as an integral part of financial aid. Position requires a broad financial aid background, experience in using computers to administrate a comprehensive financial aid program, and a high level of personal contact with shidents. A master's degree is preferred, but a bachelor's degree with appropriate work experience with a conditional control of the present of the conditional control of the condit

institution which emphasizes a comprehensive educational program committed to high scale-inc standards, religious values, and practical work experiences. Please send rissued and three references by May 1, 1992, its join St. Henelsen, Dean of Student Work, Henry Cullege, 338 Mount Berry Station, Rome, Grorals 30149. An Equal Opportunity Employer.

Foreign Languagen Prench and Spanish In-structor, Starting salary range; \$27,558-37,637. Position begins August 1992 (con-tingent on funding which will be deter-mined April 8. 1992), Requires M.A. in Prench and B.A. in Spanish or M.A. in Spanish and B.A. in Prench or California Community College Credit in French and Spanish and present the Prench and Spanish or the equivalent. Cali for applica-tion and Job announcement at (209) 184-



The Department of Fine Arts of Regis College at Regis University seeks a full time, tenure track faculty member at the Assistant or Associate level. The successful candidate should hold a terminal degree in one of the following areas: music history, choral conducting, ethnomusicology, or music performance. Two Master's degrees, one in music and a second in humanities, may be substituted for the terminal degree in music. We seek a person who has experience in the following areas: teaching in a liberal arts college, conducting a liberal arts choir, and teaching music history and/or music appreciation. Responsibilities will include conducting the Rogis Choir, teaching appreciation courses in the liberal arts core, managing the music program, working closely with campus ministry and acting as academic advisor to students. Candidates must demonstrate a commitment to liberal arts education, an ability to work in a small department, a love of teaching, a love of ideas, and high energy.

Regis College of Regis University is a Jesuit, liberal arts college located in Denver, Colorado, dedicated to academic excellence and service of others. The College seeks to examine freely and thoroughly the dominant values underlying society and to help our students master major areas of knowledge so that they might become articulate and persuasive leaders in the search for a more just society. Our new and innovative core comprises about one half of the necessary course work for graduation and includes three credit hours in the Fine Arts Department.

Complete applications should include a letter of application, a current resume, and three letters of recommendation. Applications will be reviewed after May 15, 1992. Position will remain open until filled. Direct applications to: Richard Stephenson, c/o Dean of the College, Regis University, 3333 Regis Boulevard, Denver, Colorado, 80221.

Regis College encourages applications from qualified minority, women, and Jesuit candidates. EOE

Northeast State Technical Community College is currently accepting applications for the following positions.

#### **FACULTY** Fall 1992

MANAGEMENT INFORMATION SCIENCES (Computer Science)
Master's degree with 18 graduate semester hours in computer science required. Practical experience or significant graduate hours in software engineering concepts and/or assembler languages and architecture. Teaching experience at the community college level preferred.

BUSINESS MANAGEMENT TECHNOLOGY
Master's degree in management or M.B.A. with 18 graduate semester hours in management required. Experience in both applied and post-secondary educational settings preferred.

All faculty mostificate presults degree to be from a regionality accessed.

All faculty positions require degree to be from a regionally accredited college or university. A completed Northeest State application, cover letter, resume, transcripts and three letters of reference must be received no later than May 1, 1992.

Send all applications to: Personnel Office Northeast State Technical Community College P. O. Box 246 Biountville, TN 37617

An Alfirmative Action, Equal Opportunity Institution.
Qualified minorities, women and disabled are encouraged to apply.

6000. Deadline May 1, 1992. Seud applica-tion materials to: Ma. Jaget Fujimoto, Mer-ced College, Office of Human Resources. | tion, Box 5043, University of North Ala-barna, Florence, Alabama 35632-0001. An Equal Opportunity Employer. ced College, Other 3600 M Street, Mer 2898, AA/ROE

Geography. The University of North Alabama accounces the availability of a tenura-irack position in the Department of Geography, consingent upon the availability of funds, beginning August 14, 1992 at the instructor or Asalatant Professor rank; master's degree required, doctoral degree preferred. The candidate should have specialities in computer cartography, remote sensing, and geographic information systems. The teaching load will include introductory physical or regional geography and supervision of the Geographic Research Center Computer, Laboratory, Salary commensurate with degree and experience. Mimority candidates are encouraged to apply, Subruit a letter of application by May 1, 1992, accompanied by a detailed vities (include transcripts) and the names, addresses, and telephone numbers of three references to Mr. Robert S. Sicen, Director, Human Resources and Affirmative Ac-

Equal Opportunity Employer.

Geology/Geography: Two positions, instructor. Non-tenure-track position available August, 1992. Duries will luclude teaching and advising undergreduate majors and minors in the Geology and Geography Department. Applicants should be able to reach large introductory sections in one or more of the following areas: Earth Science, Introduction to Geography. Peoples and Cultures of the World, as well as teach some of the following major courses in geography: Maps and Map interpretation. Geography: Maps and Map interpretation. Geography: Maps and Map interpretations. M. S. In Geology or Geography. Apply to: Dr. Charles I. Pive, Chairman, Department of Geology and Geography. Northwest Missouri State University, 800 University Drive. Maryville, Missouri 64466-6001. Provide a letter of application addressing the position, current resumé, three letters of reference, current transcriptis; (copy seceptable for application, original if possible). Deadline date: May i, 1992, or until filled. Affirmative Action, Equal Opportunity Entployer, Northwest encourages warner and miporities to apply,



Invites applications for the fullowing faculty positions to begin September, 1992. The appointments are for two years, renewable and tenurable.

INTERNATIONAL EDUCATIONAL DEVELOPMENT Senior Assistant/Associate Professor

Senior Assistant/Associate Professor

The Division of Philosophy and the Social Sciences is seeking a scholar/ practitioner with demonstrated experience in international and/or comparative education, and an emphasis on the application of education to programs of social and economic development. Candidates may have a degree in social science (anthropology, economics, socialogy, etc.), or in a professional field (business, education, health, etc.); geographical area of interest (Africa, Europe, Latin America, etc.); is open. Responsibilities: Direct graduate program in international education development; provide instruction and supervision of doctoral students; advise and support faculty and students in international and comparative education issues; act as a liaison with research centers and cooperating departments and programs of the College, Qualifications: Ph.D., or Ed.D. requised. Review of applications will begin April 15, 1992 and will continue until the search is successfully completed. Send letter of application, CV, and a list of three references to IED Search Committee. Bus 211. Applicants are invited to send a sample of relevant publications.

#### DEPARTMENT OF LANGUAGES, LITERATURE, AND SOCIAL STUDIES IN EDUCATION PROGRAM IN ENGLISH EDUCATION Assistant Professor

Assistant Professor

The Department is seeking a faculty member to help shape and lead the program in English Education. The program's focus is on teaching English in urban schools, particularly incorporating theories of reader response and writing process into classroom practices. Successful candidates will share the Cullege's commitment to multicultural literacy, to collaborative research with teachers, and to envisioning new forms of pre-service and in-service teacher education. Qualifications: Doctorate in English Education or closely related held feeding, writing, curriculum development in the English classroom), demonstrated promise as research and writer, significant teaching and research experience in secondary schools, preferably in urban settings, experience in staff development. Other areas of interest might include adolescent literature, development and the middle school curriculum, reading and writing particulois, methods of pre-service education, or the interconnectedness of the language arts. Responsibilities: Teach graduate courses that prepare pre-service and in-service students to develop as secondary school English leachers, reformers, curriculum developers and language arts administrators. Feach and advise doctoral students. Work with them to lead student teaching component of pre-service program. Review of applications will begin immediately and will continue until search is successfully completed, and the contributions you will bring to it, names and phone numbers of three references to Prof. Lucy McCormick Calkins, English Education Search, Box

Teachers Coflege as an institution has long been committed to a policy of equal opportunity in employment, in offering higher education in the discipline areas of education, psychology, and health services, the College is committed to providing expanding employment opportunities to minorities, in its own activities and in society. Candidates whose qualifications and experience are directly relevant to complementary College priorities (e.g., advertised.



**Teachers College** Columbia University 525 West 120th Street New York, New York 10027

# St. John's University

# ESL INSTRUCTOR

St. John's University, New York, is seeking a full-time HSL instructor to begin June 15, 1992 (12 month position, 35 hours per week). Qualifications: Master's Degree in TESOL or applied linguistics, at least two years of experience toaching in a college level ESL program or Intensive English Institute, experience in ESP/Business desirable. Responsibilities: teach 15 hours in all skill areas, assist in curriculum development, test administration, text book selection, and student support. Deadline for submitting applications, May 1, 1992. Send vita and letter of application to: Glayol Ekbatani

Director, ESL Program Bent Hall, Room 377 St. John's University Jamaica, NY 11439

ST. OHN'S <u>UNIVERSITY</u>

St. John's is an Equal Opportunity Burployer - M/F.

Geolechnical Engineering: The Department of Civil Engineering at Tenopsee State of Civil Engineering at Tenopsee State University and the area of Geolechnical Engineering, starting August, 1992. The rostition may be at the instanctor, assainant, or associate professor level. Soil testing and accountry tenguage classes at all levels and a strenture course; teaching load it two courses per quarter for three quarter during according year. Qualifications: Ph.D. castelling at undergand use invest 20th Center of the course of the cast in the cast obie. Industrial experience is deale collistration in Civil Engineering is required. Salary is pegoliable, depending on experience and qualification. Piease sead a detailed resume with munes of at least three references before May 29, 1992 to; Dr. Farouk Mithur Head. Department of Civil Engineering. Teans see State University. 1300 Join Merrin Bonleward, Nashwille, Tennessee 37209-1551, Only U.S. citizens and prison in the position. Tennessee Sinte University is an equal opportunity, affirmative.

destrabte. ABD considered: asperience in teaching at undergraduate level; 20th Centery likerature period; native command of German. Review of applications to begin May 13, 1992 and will continue until position is filled. Send curriculum vinas. Iranscripts (unofficial accentable), attrabent of teaching philosophiy and goals, and three tetters of recommendation to Dr. Hardy Fuchs, Chair, German Department, Kalsmaczon College, 1200 Agademy Street, Kalsmaczon College, 1200 Agademy Street, Kalsmaczon College, particularly encourages women and minorities to apply.

German: Tenure track position (rending approval) in 19th century literature, preferred specialty in German Realism, Ira. D. and notive or near-native floorary required. Most invoced are candidates with a record of publication and teaching, with qualifications in philosophical approaches to the spaly of literature, and critical theory. Possible contributions to the University's Worken's Studies program or other interdisciplinary great also a factor. Seed that it

#### LEWIS-CLARK STATE COLLEGE

announces a position in the School of Technology for

#### PRINTING TECHNOLOGY **ASSISTANT PROFESSOR**

Starting date: August 10, 1992. Salary: Salary will be based on education, experience, and qualifica-tions. This position is a full-time, non-tenure track position. tions. This position is a full-time, non-tenure track position.

Qualifications: Preference will be given to applicants with three or more years of recent employment as a printer. A Master's degree in Education or a related field is also preferred. Applicants must be future focused and knowledgeable of changing printing technology. Minimum requirements include a Bachelor of Education degree and three years of recent work experience. Eight years of recent employment as a printer may substitute for this Bachelor of Education degree requirement.

meni as a printer may substitute to the requirement.

Application: Closing date is May 1, 1992. Submit letter of application and credentials file including resume and transcripts to:

Dr. Mel Streeter, Dean
School of Technology
Lewis-Clark State College
8th Avenue & 8th Street
Lewiston, ID 83501-2688

LEWIS-CLARK STATE COLLEGE IS AN AA/EO EMPLOYER.

# Genius-Level Physics, Chemistry, or Biology Instructors

Are you a recent science master's or Ph.D. graduate with strong teaching or T.A. experience in core undergraduate sciences coursework?

Have you incredible teaching ability and superintive interest in your specialty?

If so, you may be interested in Hyperlearning. We are an educational services comparadjacent to the compuses of U.C. San Diego, U.C. Irvine, and U.C. Lus Angeles. private, for profit alternative to conventional career opportunities in education, we offer A position of key responsibility with management potential in an expanding educa-

tional services company located near major universities. The opportunity to work with a team of equally talented and dedicated educator committed to full-time curricular improvement, including C.A.J./multimedia.

Freedom to teach and continually modify your courses in the manner that you see fit. The satisfaction of teaching U.C.-caliber students with minimal grading duties in

personalized classes of 24 students or less.

A starting salary (35-42K/annum, plus performance bonuses) that immediately rewards your outstanding teaching abilities. You can be earning a base salary of class to 50k/yr within two years of employment in our organization.

We believe no other career educational opportunity today has the potential to provide a much satisfaction and reward to the truly gifted sciences instructor. If appropriately qualified only, please call us at 1-800-462-6266, 10ani-10pm, P.S.T. for turther details.

# (800) 462-6266

# UNIVERSITY OF ARKANSAS AT MONTICELLO

#### Department of Fine Arts Theory/Woodwind

The Department of Fine Arts, University of Arkansas at Monticello, seeks applicants for a Theory/Woodwind position in Music. Cantildates must be qualified to teaching undergraduate core courses in music theory (may include eartraining, counterpoint, arranging, form or composition), provide ferred), and assist the Director of Bands in recruiting and performance. The position requires a master's degree. Candidates with advanced study and callons.

Send a letter of application, résumé, and names, addresses, and telephone numbers of three references to Annetie Hall, Head, Department of Fine Arts, University of Arkansas at Monticello, P.O. Box 3607, Monticello, AR 71655. Review of applications begins April 20, 1992.

The University of Arkansas at Monticello is an Affirmative Action, Equal Opportunity Employer. Minorities and women are encouraged to apply.

# WAYNE STATE COLLEGE

# HEAD, DIVISION OF HUMANITIES

July 1, 1892 (or negotiable). Earned doctorate in one of the following: English, Foreign Languages (Spanish, German, French) or Communi-cation Arts (Speech Communication, Theatre, Journalism, Radio-TV Broadcast). Record of successful college teaching and acholarship Broadcast). Record of successful college teaching and scholarship, evidence of organizations and leadership skills, ability to work with community. Commitment to shared governance in collegial atmosphere and to professional development of individual faculty, Supervise 21 faculty plus part-time faculty and graduate assistants in grow-courses. Administer budget, some teaching, Send letter of application and supporting material (transcripts, 3 letters of recommendation) to: State College, Wayne, NE 68787. Applications accepted until position is filled, EEO Employer.

vita, and names and addresses of three references to: Professor Q. Carison, Chair, Department of Foreign Languages, Literal Linuxes; and Linuxes; and Linuxes; and Linuxes; Literal Linuxes; of Rockester, Dewoy Hall, Stocking an experienced Grants and Control of the Control of

# PHILLIPS UNIVERSITY CHAIRPERSON **Division of Fine Arts**

**Position:** Chair, Division of Pine Arts (Music and Art) and Artisic Director/Conductor for the Enid-Phillips Symphony Orchestra. Qualifications: Enned doctorate: college teaching applied and so-demic, administrative and orchestral conducting experience. Salary: Commensurate with experience and credenilois.

Salary: Commensurate with experience and credentials.

THE ENID-PHILLIPS SYMPHONY ORCHESTRA: The ordering founded in 1906, is the oldest in the State of Oktahoma. Each year the 60 member ensemble: presents a six concert subscription series. Membership is by audition and includes community and university, amateur, student and professional musicians. The orchestra is governed by an 18 member Enid-Phillips Symphony Association Board of Directors. The chair will provide one-third of time (approximately 15 hours per week) as Artistic Director/Conductor of the orchestra.

Hours per week) as Artistic Director/Conductor of the orchestra.

THE UNIVERSITY: If hillips University is a private, coeducational, liberal arts institution of 1,000 students, affiliated with the Christian Church (Disciples of Cirrist). It is comprised of the University College and graduate programs in business and education, and has a Japanese campus with an additional 1,500 students. It was recently listed in the U.S. News and World Report as in the top 10 colleges in the western U.S.

western U.S.

THE DIVISION: The Music Department is within the Division of fine Aris. There are four full-time faculty, three significant part-time faculty, and adjuncts. The music program is accredited by the fishional Association of Schools of Music, the National Association for Music Therapy, and the state of Oklahoma teacher certification program. Degrees offered are the Bachelor of Music Education, Bachelor of Music Therapy, Bachelor of Arts, and the Bachelor of Science with emphases in Business and Plano Pedagogy. The department currently enrolls approximately 50 majors. The Art Department, with three full-time faculty and approximately 25 majors, offers the Associate of Arts degrees in Graphic Arts and Ceramic Arts and the Bachelor of Fine Arts degree.

APPLICATION DEADLINES: Open until the position is filled. Applica-tions will be considered as they are received. Send resume copies of transcripts, 3 letters of recommendation and a letter of application to Dr. Rondal E. Belt, Dean of Faculty Phillips University 100 South University Avenue Enid Oklahorna 73701

Phillips University is an Equal Opportunity Employer

# GETTYSBURG

# Department of French

ileen-month full-time sabbatical leave replacement Eigneen-month full-time sabbatical leave teplacement beginning with the spring semester. January 1993, continuing academic year 1993-94. Area of specialization open. Must be able to teach a variety of language classes on all levels; possibility of offering advanced literature course in specialization. Ph.D. and college-level teaching experience preferred. Gettysburg College is a highly selective liberal aris college level within an highly selective liberal aris college located within an hour and one-half of the Washington/Baltimore area. hour and one-half of the Washington/Baltimore area. Equal opportunity, affirmative action employer; women and minorities are encouraged to apply. Send letter, CV and letters of recommendation to Amie G. Tannenbaum, Chairperson, Department of French, Gettysburg College, Gettysburg, PA 17325. Review of applications will begin August 1, 1992 with on-campus interviews in September.

# **PHILOSOPHY**

Claremont McKenna College and Scripps College, Claremont, California, One year joint appointment beginning in August of 1992. Assistant Professor. Ph.D. preferred, Five or six courses for the year. AOS/AOC open but applicants must be well grounded in the history of philosophy be assured of consideration, send complete dossier (including letter of reference and evidence of teaching ability) by April 20 to Professor John McKenna College, 850 Columbia Avenue, Clarentia, Charleston, Scripps College, Claremont, GA 91711. Claremont McKention Scripps College, Claremont, GA 91711. Claremont McKention Employers and seek women and minority candidates.

Background in billing and reporting of expenditures. College degree required or partial experience. Mail/fax resume to: Human Resources/USU 306, 5154 State 90032; Fax; 213/226-0436. BOE/AA/Title IX Employer.

Graphic Design/Museum Administration:

Saarch College, 222 Ninth Street, NW, Waverly, Iowa 30677. AA/EOF Graphic Design/Museum Administrations (Search extended), Graphic Designer/Oallery Director. Assistant professor. Tentre track. Salary and benefits competitive. Start late August. 1992. Screening in progreas; open until filled. Required: MPA or cruivalent; professional experience at collegarinty-craity level: computer graphics experise; gallery management skills; ability to develop graphic arts and gallery programs; sympathy with aims of Christian libcral arts collect. Proferred: Art history: willingness to teach general education courses. Responsibilities: teach acquired to the course of the competer Graphic Design; Photography: Gallery Techniques-Managenent; Art History; direct Gallery Program, include letter of application; curriculum vi-

Health Care Administration/Social Work One year renewable contract, beginning July 1. 1992. Doctorate in related field of HCA or SW. Significant experience in college teaching as well as work experience in HCA or Social Services is required. Rank and salary commensurate with experience (adust be a member of a Lutheran Coura-Missouri Synod Coagregation.) Send resume by April 15 to Johanle Driessner, Academic Vice President, Concordia College. 2811 Northeast Holman, Portland, Oreson 97211. EOE.

#### **BULLETIN BOARD: Positions available**

#### MORGAN STATE UNIVERSITY Department Chairperson - Accounting

Nominations and applications are invited for the position of Chairperson. Department of Accounting and Finance. The Department includes programs in accounting and finance. The chair provides academic and administrative leadership in the department to eight full-time faculty serving 322 majors. The Ph D/DBA is required in one of the departmental disciplines or a closely related area. Twelve month, tenure track position at Assistant/Associate rank. Ph.D. with teaching experience preferred. The applicants must have a strong record of teaching and research. Fields of interest include Financial Accounting, Internal Auditing, Management Information and Tax.

Management Position

A tenure-track position is currently available at the rank of Associate Professor of Management. Applicants must have a completed Ph.D. degree in Management or a Ph.D. in Business Administration with major concentration in Management. The applicants must have experience in teaching and research in organizational behavior, the ability to teach research management, personnel and business policy. The salary range is AACSB competitive depending upon qualifications.

#### **Marketing Position**

A tenure-track position is currently available at the rank of Associate Professor of Marketing. The applicants must have a completed Ph.D. degree in Marketing or a Ph.D. degree in Bushess Administration with major concentration in Marketing. The applicants must have the experience in teaching and research in Consumer Behavior, Marketing Management and Marketing Strategy. The salary range is AACSB competitive depending upon qualifications.

#### Management Information Systems

A tenure-track position is currently available at the rank of Associate Professor of Management Information Systems. The applicants must have a completed Ph.D. degree, a strong research and teaching record. The salary range is AACSB competitive depending upon qualifications.

Apply with a résumé and names and addresses of three references by April 30, 1992 to:

Dr. Otis A. Thomas, Dean School of Business and Management Morgan State University Baitimore, Maryland 21239

#### **ASSISTANT/ASSOCIATE PROFESSOR** OF EDUCATION

The Teacher Education Department of Harris-Stowe State College is accepting applications for a tenure-track position, one-year appointment with possible renewal, for an Assistant or Associate Professor of Education. This position is funded principally by a Title III grant from the Office of Postsecondary Education. Current funding expires in 1993 and the funding beyond that date will depend on the availability of college or further grant funding.

Candidates should have an earned doctorate from a accredited institution with a major in Elementary Education or Curriculum and Instruction and an emphasis in middle school, science methods, and/or social studies methods, plus experience at the presecondary level preferred. Preference will also be given to candidates with research, community service, and higher education teaching experience.

This appointment will be available August, 1992. Letters of application together with résumés, official transcripts, and names, addresses, and telephone numbers of three professional references should be sent to Office of Personnet Services, Harris-Stowe State College, 3026 Laclede Avenue, St. Louis, Missouri 63103 on or before the deadline date of April 24, 1992. The annual salary range is \$30,000-\$32,800.

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

#### UNIVERSITY OF ARKANSAS AT MONTICELLO

#### **Department of Communication Arts Instructor/Assistant Professor of Speech**

The University of Arkansas at Monticello seeks applications for a tenure-track position in Speech. Ph.D. preferred, M.A. plus teaching experience considered. Candidates must have some interest and training in interpersonal communication. Candidates must be prepared to teach both developmental and regular college speech courses. Send application letter, resume, with names, telephone numbers and addresses of three references to Dr. Dan Ford, Department of Communication Arts, University of Arkansas at Monticello, Monticello, AR 71655. Review of applications begins May 15, 1992.

The University of Arkansas at Monticello is an Affirmative Action, Equal Opportunity Employer. Minorities and women are encouraged to apply.

147248917188917197171889898787471757877<del>7787777777</del>

plea into araduate public health achool curricula; atalf faculty councils in developing model curricula; serve as italson to state/ local health agencies and national organizations. Experience: MPH from an accredited school of public health and knowledge of DBage/aprendighest analizations.

of DBmes/spreadshest applications required; two years' experience in state/local bealth department preferred; knowledge of hister education theory and practice desired. \$23-\$30,000 and excellent benefits, tart date floxible. Retumes only: ASPH, 1015 15th Street, NW, Suite 404, Washington, D.C. 20005.

Health Sciences / Administration: Health Sciences Director. Responsible for administration of programs in Dental Assistance Director. Responsible for administration of programs in Dental Assistance Director. Responsible for administration of programs in Dental Assistance of programs of programs of programs and animals and burnan psychophysics. Experience in programs in Dental Assistance of programs in Dental Assistance of programs of programs of programs of programs of programs in Dental Assistance of programs of programs of programs of programs of programs in Dental Assistance of programs of progra

# Division Chairperson

ACADEMIC RESOURCES

MIDDLESEX COMMUNITY COLLEGE is a public college with campuses in Bedford, Burlington and Lowell serving the north-west suburban region outside linston. The College serves the larg-est population area of the state with nearly one-quarter of the state's population within a lifteen-mile radius.

The successful candidate will lead and further develop a division that includes the academic assessment program; the Center for Individualized Instruction (non-group, technology-based course work); the college libraries; course module support services; experiential credit program and coordinates closely with neademic support laboratories.

Qualifications must include a Bachelor's and Master's degree (Doctorate preferred) with substantial experience in instructional support services—specifically in technology-based instruction, assessment, and library services, as well as experience in the classifiers. classroom. Demonstrated ability to work with classroom faculty and academic divisions plus college-level experience are also required (community college experience preferred).

Salary range \$46,000-\$51,000 for a 12-month year. Send letter, resume and supporting materials demonstrating experience in listed areas to:

> Dr. Carl Schilling Dean of the College MIDDLESEX COMMUNITY COLLEGE Bedford, MA 01730

Application deadline: 4/17/92 AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

#### **CERRO COSO COMMUNITY COLLEGE**

FACULTY POSITION 10 MONTH CONTRACT-175 DAYS **FULL-TIME TENURE TRACK** Physical Education Instructor **Baseball Coach** 

Starting Date: August 17, 1992

EXAMPLES OF DUTIES: Duties include classroom instruction in all levels of the Community College Physical Education Program.

MINIMUM QUALIFICATIONS: Possession of California Community College Life credential in Physical Education OR Master's in Physical Education OR Bachelor's in Physical Education AND Master's in any life science, dance physiology, health education, recreation administration, kinesiology, or physical therapy OR the equivalent.

SALARY: Starting salary with a Master's degree and two years of leaching/occupational experience is \$28,573. Maximum starting salary with a doctorate and ten years of teaching/occupational experience is \$44,912.

APPLICATION PROCEDURES: Submit (1) a fetter of interest for the position (2) a confidential placement file or four current letters of interest for the position, (3) transcripts, (4) curriculum vitae, and (5) Kern Community College District Application form to: Mr. Clay Witherow, Personnel Office, Cerro Coso Community College, 3000 College Heights Boulevard, Ridgecrest, CA 93555: (619) 375-5001, extension 243. ALL PAPERS MUST BE POSTMARKED NO LATER THAN APRIL 12, 1991.

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

#### lane Community Collège

Instructor/Science Dept. — Master's degree in Physics Education with a mini-mum of 30 quarter hours of upper division or graduate credit primarily in physics. Requirements include a solid physics background and prior successful teaching experience at the post-secondary level required. Experience teaching at the community college level is desired. Experience using computers to enhance instruction necessary. Deadline date: 5/1/92.

For application, job description and further information please contact:

Personnel Services Lane Community College 4000 E. 30th Avenue Eugene, OR 97405 (503) 726-2211

LCC application must be postmarked by deadline date. A resume may be submitted, but cannot take the place of the application form.

An Affirmative Action, Equal Opportunity Institution

berry, Chair, Division of Humanities, So-cial Sciences and Education, University of South Carolina-Sumter, 200 Miller Road, Sumter, South Carolina 29150-2498. For-eign nationals should indicate current U.S. immigration status. An Affirmative Action, Equal Opportunity Employer.



**Bulletin Board** (202) 466-1050

**Faculty Positions** 

# THE COLLEGE OF SAINT ROSE

Positions are tenure-track, full-time (nine months) and begin August 20, 1992. All positions require a commutation to teaching and to value-oriented education. College teaching experience is desirable.

ASSISTANT OR ASSOCIATE PROFESSOR OF BIOLOGY Requirement. Ph D; background in molecular hology with emphasis on cell biology; ability to provide leadership in instruction of the physical/biological sciences according to directions being marked out by NSF, etc.

Responsibilities: undergraduate teaching in molecular biology and in intro-ductory level biology courses; participation and leadership in advancing education in the sciences, student advisement, commutee work Contact Person: Dr. James Mancuso, Dean, School of Mathematics and Sci-

ASSISTANT PROFESSOR OF ENGLISH

Requirement: Ph.D., background in British literature with emphasis in Vic-torian biorature. Responsibilities: teaching at the graduate and undergraduate levels, including introductory courses in writing and speech; student advisement, communic

Contact Person: Dr. Thomas Bocke, Dean, School of Arts and Humanities.

ASSISTANT PROFESSOR OF COUNSELING ASSISTANT PICOEESSOR OF COUNSELING
Requirements: Doctoral degree in counseling or counseling psychology, experience in school counseling, rollege teaching and the supervision of practicum students; background in at least one of the following areas is destrable career development, assessment, community counseling, college student personnel.

Responsibilities: graduate teaching; supervision of field work; student advisement; committee work.

Contact Person: Dr. Jack Calareso, Dean, School of Education, ASSISTANT PROFESSOR OF READING

Requirements: Doctorate; teaching experience at the elementary or secondary level; reading certification; college teaching experience desirable. Minoraty candidates are encouraged to apply.

Responsibilities: graduate teaching; supervission of field work; student advise-Contact Person: Dr. Jack Calareso, Dean, School of Education.

ASSISTANT PROFESSOR OF ELEMENTARY EDUCATION Requirements: Doctorate; teaching experience at the elementary level; certification to teach (N-6); appropriate academic credentials, college teaching experience desirable. Preserence will be given to minority candidates. Responsibilities: undergraduate and graduate teaching; student advisement;

Contact Person: Dr. Jack Calareso, Dean, School of Education.

Review of applications will begin on April 20, 1902. Please send letter of application, resumé and the names, addresses and phone numbers of at least three references to the contact person listed above at:

The College of Saint Rose 432 Western Avenue Albany, NY 12203

The College of Saint Rose is an Equal Opportunity Employer Women and minorities are urged to apply

#### RESEARCH ASSISTANT PROFESSOR Early Childhood Special Education

Special Education: The Center for Developmental Disabilities at the University of Vermont is seeking a Research Assistant Professor to work on their early childhood projects. Job responsibilities include (but are not limited to): teaching graduate courses, supervising student teachers, advising students, writing grants and working with other project staff as part of the Early Childhood Team in the development, implementation evaluation, and dissemination of model practices in early childhood special education.

ifications: Ph.D. in Early Childhood Special Education or a related field preferred, a minimum of three years' experience with young children with special needs and their families. Please send letter of interest and

Wayne L. Fox, Ph.D., Director Center for Developmental Disabilities The University Affiliated Program of Vermont University of Vermont 499C Waterman Building Burilington, VT 05405 (802) 656-4031

The University of Vermont is an Equal Opportunity Employer

House, History Department, Southern Connecticut State University, New Haven, Connecticut 08013. AAPEDE, Woman and minorities encouraged to apply.
History: Assistant Professor of History (pending availability of funds). Tenure track. Twentieth Century U.S., appropriets second field, Ability to teach U.S. surpressions are connected to the professor of the pending availability of teach U.S. surpressions are connected to apply. vey courses. Earned doctorate required.
Application dendline June 1, 1992. Dr.
Lewis House, History Department, Southorn Connecticut State University, New Heren, Connecticut State University, New Heren, Connecticut State University, New Hesen, Connecticut State University, N

History: College Professor. Rider College seeks a full-time, one semester replacement professor in Lailn American/World History for Fall semester, 1992. Ph.D. or ABD with undergrachate teaching experience. Rank and salary dependent on qualifications. Applicants must have ability to teach Latin American survey and World History to 1906. Application deaffine: July 1, 1992. Please send desafer to Dr. Thomas Catlahan. Chair, Recruiting Committee, Department of History. Rider College, 2083 Lawrenceville. New Jersey 08648. Rider College is an affirmative action, equal opportunity employer, M/F/H. Women and minorities are situated to accuraged to apply.

History: College Professor. Rider College secks a full-time, one semester replacement professor in Latin American/World History for Fall semester. 1992. Pi.D. or ABD with undergraduate teaching experience. Rank and salary dependent on qualifications. Applicants must have ability to teach Latin American survey and World History to 1500. Application deadline: July 1, 1992. Please send dossier to Dr. Thomas Calishan. Chair, Recruiting Committee, Department of History. Rider College, 2003. Lawrenceville, New Jersey 55648. Rider College is a affirmative section, equal opportunity smployer, MFM. Women and misorities are strongly encouraged to apply.

History: Tenure-track, begins August 15, 1992. Assistant or Associate Professor.



## ANNOUNCES EMPLOYMENT VACANCIES

#### **ECONOMICS**

The Department of Economics announces a full-time, tenure track position at the Assistant Professor level beginning September 1, 1992 for which applications are invited. Ph.D., OBA or ABD with at least two years of full-time teaching experience preferred; but M.A. and MBA holders with extensive teaching experience may apply. This position carries teaching and student advisement responsibilities. The individual appointed to this position is expected to teach intermediate and advanced courses in finance as well as introductory courses in accounting, economics and management. Salary range: \$29,906-\$40,076. Individuals interested in applying for this position should send a letter of application, a résumé, and two letters of recommendation by May 1, 1992 to the Search Committee Chairperson: Constantinos Christofides, Department of Economics.

#### HOSPITALITY MANAGEMENT

The Department of Hospitality Management announces a full-time, tenure track position at the Assistant Professor level for the Fall 1992 semester for which applications are invited. Master's degree, industry experience in hospitality management and teaching experience required. Doctorate preferred. Teaching experience at the university level is required. Teach courses in the areas of Tourism/Travel, Human Resources Management, Hotel Management, actively pursue professional development, assist in curriculum development, develop and maintain industry relationships, and advise students. Salary range: \$29,905-\$40,076. Review of applications with begin on May 8, 1992 and will continue until position is filled. Persons interested in this position should forward a vita, letter of application, transcripts, and three letters of recommendation to the Search Committee Chairperson: Professor Al Moranville, Hospitality Management Department.

#### PROFESSIONAL PHYSICAL EDUCATION

Full-time, permanent dance position beginning September 8, 1992. Instructor or Assistant Professor rank, depending on qualifications. Master's degree in Physical Education or Fine Arts or related field required. College teaching experience in dance. Teach Rhythmic Form and Analysis, Social Forms of Dance. Modern Dance, Creative Experiences in Dance, possible additional teaching responsibilities in other activities or other facets of a physical education may be program. Salary range \$24,603-340,076. Forward letter of application, vita, transcripts, and names of three references by May 15, 1992 to the Search Committee Chairperson: Professor Jerry Sheska, Professional Physical Education, Koehler Fieldhouse.

All Search Committee Chairpersons are located at:

#### East Stroudsburg University East Stroudsburg, PA 18301

ESU is an AAVEEO employer. MrF/HAV. A Pennsylvania State System of Higher Education University

#### UNIVERSITY OF ARKANSAS AT MONTICELLO

**Department of Fine Arts** 

#### Piano Accompanist

The University of Arkansas at Monticello, seeks applicants for a Plano Accompanist position in the Department of Pine Arts. Candidates must be qualified to accompany individual vocalists and instrumentalists, ensembles, music theatre workshop in rehearsals and performances. Teaching responsibilities may include piano class, pedagogy, accompanying techniques, and some applied piano. A master's degree is required. Candidates with advanced study and relevant experience will be preferred. Salary and rank depend upon qualifications.

Send letter of application, resumé, and names, addresses, and telephone numbers of three references to Annette Hall, Head, Department of Pine Arts, University of Arkansas at Monticello, P. O. Box 3607, Monticello, AR 71655, Review of applications begins April 20, 1992.

The University of Arkansns as Monticello is an Affirmative Action, Equal Opportunity Employer, Minorities and women are encouraged to apply.

liame Economicar Associate Dean for Undergraduate Programs. The College of liame Economics is Oblahoma State University littles apprications and nominations for the position of Associate Dean for Undergraduate Programs, a 12-month appointment in the appropriate department of the College. Qualifications should include carned doctorate in an appropriate discribing from an accrealized institution; a mainmum of one degree in a home seconomica specialization is required; demonstrated successful experience in reachida, expecially a the undergraduate level; commissione and ability to infiliate and economisme innevative curriculum development and in the procurement of grants and constructions and in the procurement of grants and constructions are initiatives and assessment; demonstrated ability to communicate effectively with stadents, faculty, administrators and publics; commissioners of the development and publics; commissioners of th

504/AOA Employer.

504/AOA Employer.

504/AOA Employer.

504/AOA Employer.

504/AOA Employer.

504/AOA Employer.

6043-9941. The University of Catifornia is an entual opportunity. aftermative action employer.

10 totel/Regisurant Administration and anytice system of Associate Professor. Hims-mount teaching upportunent; tenare track. Earned doctorate is hotel/resturant/load service system administration or of classify related acres with at least one degree is hotel/resturant/load service system administration of extensive related estamble. Fuel heaperities in constant experiments and professor. Associate professor, Associate professor, Associate professor, Associate professor, Associate in the appearance of the experiment of the professor of the

#### **AUBURN UNIVERSITY**

#### Faculty Positions in **Elementary Language Arts and Reading**

Applications are invited for an Assistant or Associate Professor tenure-track position in Elementary Language Arts. Earned doctorate in Elementary Education with a concentration in English/Language Arts and at least three years of teaching experience in elementary grades. Direct application materials to Dr. Robert E. Rowsey, Chair, Elementary Language Arts Search Committee. (Telephone 205-844-6887.)

Applications are invited for an Assistant Professor tenure-track position in Reading (Early Childhood/Elementary and Content Area—Secondary). Earned doctorate in Reading Education preferred, with strong preparation in early literacy and language acquisition and holistic, integrated approaches to reading and language arts methods. Must have at least three years' leaching experience in grades K-12. Direct application materials to Dr. Terry C. Ley, Chair, Reading Search Committee. (Telephone 205-844-6884.)

Faculty members in both positions will teach undergraduate and graduate courses; supervise internships and practica; direct doctoral students' research; conduct and publish independent research; prepare and submit proposals for external funding; and provide leadership at the university, state, and regional levels. Starting date is September 15, 1992. Send letter of application, resumé, official undergraduate and graduate transcripts, and three letters of recommendation to the appropriate chair, Curriculum and Teaching, 5040 Haley Center, Auburn University, Alabama 36849. Application deadline is May 15, 1992, or until position is filled.

Aubum University is an Affirmative Action, Equal Opportunity Employer.

Minorities and women are encouraged to apply.

## CLARK ATLANTA UNIVERSITY

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

School of Library and Information Studies

Clark Atlanta University, created July 1, 1988, is a predominately African American, private, urban, coeducational institution of undergraduate, graduate and professional education. Clark Atlanta University Inherits the historical missions and achievements of its two parent institutions, Atlanta University and Clark College.

University and Clark College.

ASSISTANT PROFESSOR: Responsible for developing and teaching courses in comparative international librarianship; must be knowledgeable about library automation, computer rechnology and telecommunications; must be knowledgeable about a range of software and computer programming appropriate to information acquisition, organization, storage and retrieval. Additional ability to teach or conduct research in either government publications or the literature of science and technology highly desirable. Earned doctorate required. Evidence of potential for productive scholarship expected.

Position available for Fall, 1992, but the search will remain open until the vacancy is filled. Salary commensurate with rank, experience and scholar-ship. Send letter of application, the names of three references and a

Charles D. Churchwell, Dean School of Library and Information Studies Clark Atlanta University 223 James P. Brawley Drive at Fair Street Atlanta, Georgia 30314

Clark Atlanta University is an Equal Opportunity Employer 

#### ASSISTANT/ASSOCIATE PROFESSOR OF EDUCATION

The Teacher Education Department of Harris-Stowe State College is accepting applications for a tenure-track position, one-year appointment with possible renewal, for an Assistant or Associate Professor of Education. This position is funded principally by a Title IIII grant from the Office of Postsecondary Education. Current handing expires in 1993 and the funding beyond that date will depend on the availability of college or further grant funding. Candidates should have an earned doctorate from a accredited institution with an emphasis in educational psychology plus experience in presecondary school teaching preferred and a concentration in instructional/institutional media. Preference will also be given to candidates with research, community service, and higher education teaching experience.

This appointment will be available August, 1992. Letters of application together with resumes, official transcripts, and names, addresses, and telephone numbers of three professional references should be sent to: Office of Personnal Services, Harris-Stowe State College, 3026 Laclede Avenue, St. Louis, Missouri 63103 on or before the deadline date of April 24, 1992.

The annual salary range is \$30,000-\$32,800.

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

department, college, and university activities. Graduate and undergraduate atudent solvings. Send letter of application, resumé, transcripts and three letters of reference to Miolagel B. Zemel, Ph.D., Head, Department of Nutrition, The University of Teanesters. Knoxville, Teanester 1796-1996, Application review will being hay 1, 1992 or until qualified applicant is identified, ITR is an ERO/AA/Title IN/Section 304/ADA Employer.

Human Relations St. Cloud State University of opposition available for Instructor, Assistant State College.

Human Relations St. Cloud State University of apply. A letter of application, vitae, official transcripts, and 3 letters of reference must be received and/or postmarked by no hier than April 30, 1992. Send for Department of Human Relations and built-citivum Education. Tenuer Track postion available for Instructor, Assistant professor, Associate professor of Processor, Associate professor of Processor, Associate professor of Relations for Teachers, Non-oppositive Relationshing, professor, and the integration of Teachers, Non-oppositive Relationshing, and Islandshing and Innicaposition, relative in history development, grant processor, and the integration of application, and in the professor of the different integration of Teachers, Non-opposition of the professor of the different integration of Teachers, Non-opposition of the professor of the different integration of the professor of the different in

# Cuyahoga Community College is Ohio's largest community college, serving over 40,000 students in the Greater Cleveland area. The College anticipates 1992-1993 tenure track faculty assignments in the following

TENURE TRACK

**FACULTY** 

Business Administration Court and Conference Reporting\* **Plant Science** Theatre Arts

The Chronicle of Higher Education • April 8, 1992

\*Experience and/or certification in lieu of Master's may be considered.

A Master's degree in appropriate discipline and 3-5 years community college teaching experience is

The College offers a competitive compensation package. To be considered, submit the following items: resume/vita, transcript copies, three (3) current reference letters by April 24th, 1992 to: Cuyahoga Community College, Assistant Director, Staffing, 700 Carnegle Ave., Dept. CHE, Cleveland, OH 44115. The College is an Affirmative Action/Equal Opportunity Institution.



#### **COLLEGE OF THE DESERT** A California Community College

\*

invites applications for the following faculty positions: NURSING AND ALLIED HEALTH

Associate Degree Nursing (4 positions)

 Ist semester ADN
 3rd semester ADN
 4th semester ADN
 Director/Division Chairperson College of the Desert is a public community college in Palm Desert, one of the Palm Springs Desert Resort Communities of Southern California. The College has two campuses plus an off-campus center, and has an enrollment of over 12,000 students, 8,000 of whom attend the Palm Desert campus.

BEGINNING DATE: AUGUST 31,1992 APPLICATIONS: For minimum qualification information, position descriptions, and specific materials required for candidary, contact

PERSONNEL OFFICE COLLEGE OF THI: DESERT PALM DESERT, CA 92260 619-773-2529 619-773-587/ (fax)

APPLICATION DEADLINE: Position will remain open until filled.

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

\*

than, Alabama 36304. An Affirmative Ac-tion, Equal Opportunity Employer. tion, Equal Opportunity Employer.

Instructional Technology: Higher Education Microwave Services Courdinator. Available: June 1992. Salary range \$25,00-530,000. M.A. degree in Education, Instructional Development/Technology or equivalent. Three years experience in mediated instruction and curriculum development preferred. University faculty media utilization training skills desirable. Develop and evaluate college level courses for a two-way interaction microwave teaching system between multiple campus siles. Letter, résunds and references to: Paul Wiskowski, Associate Director, Ohio University, Telecomonunications Center, 9 South College Street, Albens, Ohio 45701. Indicate your referral source for this position. Deadline: May 1, 1992. AAFEOE.

ing April 27 and continue unto persons and persons and continue unto persons and persons are persons and persons a of Jepanese in 1992-93. Dulles include courses on methods of teaching Japanese, Japanese linguistic, Interprediate Japanese language. Fraference siven to persons holding Ph.D., but ADD Candidates considered. Pluency in spoken and written Japanese, at superior level of ACTEL Prudickness of Studelines required. Normal teaching load, 5 courses per year. Salary competitive, commonsurate with quadrications. Send letter of application with description of qualifications, curriculum viae, 3 letters of recommendation to Japanese Pedagosy Search Committee Chair, Department of Asian Languages and Literature, 314 Gillmore Hall. Screening begins 10 April 1992. continuina until position is filled. Affirmative Action, Equal Copportunity Employer; woman and minorities are encouraged to supply.

Jewish Studies: The YIVO Institute for Jewish Research seeks a specialist in East European Jewish Studies: The D. preferred) to direct a two-year project for the editing and translation of Jewish manuscript autobiographies of Polish (avols) would in the interwar period. Knowledge of Vidish is essential, with Habrew and/or Polish preferred. This is a full-time, two-year position with a competitive salary. Address applications to

tion Microwave Services Courdinator.

323,000-530,000. M.A. degree in Education, Instructional Development/Technology or equivalent. Three years' spenenace in mediated instruction and curriculum development preferred. University faculty media utilization training skills desirable. Develop and evaluate college level courses for a two-way interactive microwave teaching system between multiple campus sites. Letter, résumé and reforences to: Paul Wilstowski, Associate Director, Ohio University, College Street, Athons, Ohio 45701. Indicate your referral source for this position. Deadline: May 1, 1992. AA/EOE.

Interdisciplinary Studies: Please tee regular classified advertisement under English, 2004. East your college.

Iapaneses University of lows, lows City, ows 5242. The Department of Asian Lamment at rank of Visiling Assistant Professor of Japaneses in 1992-29. Dutles include Technical College in L.

Library: Red River Technical College in E.

Library: Red River Technical Coales 11. Ceptina applications for the position of 11. Diraction who will be responsible for developing and operating the college library. Qualifications: Al-AfMLS, postsecondary school experience. Salary based on esperience. Applications will be accepted until position is filled Send applications to Director of Instruction, Red River Technol College, P. O. Box 140. Hope, Arhams. 71801. AA/EOE.

17801. AA/EOE.

Library: Access Services/Reference Library: Access Services/Reference Library: lan, search reopened. St. Lawrence library: a private, non-denomination library and the library solices located between the Arrandack Mountains and the St. Lawrence River, is scekling a dynamic, innovative person to assume the position of Access process and the program of Accessing the lawrence Librarian. The birary has a fully integrated Innovative Interfaces, Inc. library system which includes automated acquisitions, cataloging, circulation, serials control and OPAC. Reporting to the University Librarian, the successful candidate will have primary responsibility for the planning, evaluation, accessful candidate will have private for the Circulation, interlibrary Loan, and Periodjectal Departments and will serve as supervisor and resource person for support suff in services.



#### **English Faculty**

OAKTON Community College, located in a northwest suburb of Chicago, is accepting applications for two, full-time, tenure track positions available starting in August of 1992.

Instructor/Assistant Professor (ESL Specialist) to teach ESL, preferably also qualified to teach developmental composition or reading anti/or freshman composition/literature. Qualified applicants will have a Master's degree in Linguistics or ESL, or in Literature or Composition with extensive ESL experience.

Instructor/Assistant Professor (Business and Technical Writing Special-list to assist in building a business/technical communications program proferably also qualified to teach developmental and/or freshmun com-position/literature. Qualified applicants will have a Master's dugrue in English or Rhetoric/Composition, business/technical exportence and a computer background that includes desktop publishing. For an application write:

> Director of Personnel OAKTON Community College 1600 E. Golf Road

Completed Oakton application must be postmarked on or before April 20, 1992. All credentials must be postmarked on or before May 4, 1992.

Equal Opportunity Employer.

# **GEORGETOWN**

t o L L F G E **MATHEMATICS** 

Christian, church-related, liboral arts college seeks expertenced purson with Ph.D. in mathematics and strong commitment to quality loaching. Tonure-track position at Assistant or Associate level available Fail. 1892. Salary commensurate with degree, experience and college salary schedule. Nine month contract; 12 semester hours per semester; summer teaching extra

Sond lotter addressing desired qualifications, résumé with references, and transcript(s) by May 15, 1092.

Dr. Joo O. Letvis
Vico Prosident for Academic Affairs
and Dean of the College
Georgetown College
400 East College Street
Georgetown, KY 40324

## **JOHN A. LOGAN COLLEGE FACULTY POSITIONS**

Full-time tenure track faculty positions in Sociology, Health Education, Earth Science, Chemistry/Mathematics, Accounting, Developmental/Remedial Mathematics and Child Gare. These positions require a Master's degree in subject area or, in special instances, a Bachelor's degree and 5 years' experience in subject area, Higher education teaching experience preferred. Transcripts and college application are required. Salary based on contract scale \$25,700-\$50,000. Deadline is 3 p.m., May 15, 1992. Anticipated starting date August 18, 1992. Positions contingent on available funding. Application A. Logan College, Office of Personnel Services, Room C207, Rec. 13, Carrerville, Illinois 62918, between 8:30-3 p.m., Monday-Thursday. Applications received after the deadline will not be accepted.

tahn A. Logan College is a rural community college in southern Illinois with a rural community college in southern Illinois with rolliment of approximately 5,000 and a record of continuous enrollment growth and excellence in baccalaureate and vocational-technical education. The College is an Equal Opportunity, Affirmative Action Employer and encourages applications from all qualified candidates including women and minorities.

#### 

these units. This person will provide technical and administrative support as subsystem manager for the automated circulation/reserve module, and for the OCLC interlibrary loan subsystem. Reference duties will include participation in reference deak services (including some evening and metactional services; and shared involvement in reference services planoing and collection development. Required: ALA accredited MLS; at least three years' public services experience; strong commitment to services experience; strong commitment of services and subsystems of the services of the service of the serv

activities, as well as original caratoging in an environment of automated bibliographic control using OCLC and NOTIS. Master's degree in Library Science from an ALA-accredited program. Minimum of three years' supervisory experience, \$15,36-52.06 per hour (approximately \$31,950-543,881 annual) plus excellen fripus benefits, intensited persons should make the control of the programment of the

interparama stills, experience to grand Access Employer.

Equal Access Employer.

Library: Science Libraria. Le Moyas Colego with an aptomased circulation system; accedemic library experience; additional story and the property of the contract; library experience; additional story and the property of the contract; library experience; additional story and the property of the contract; library experience; additional story and the property of the contract library experience; additional story and the property of the contract library experience; additional story and the property of the contract library experience; additional story and the property of the contract library experience; additional story and the property of the contract library experience; additional story and the property of the contract library experience; additional story and the property of the contract library experience; additional story and the property of the contract library experience and the libra

Kennesses State College, a comprehensive and progressive regional college recently recognized as up and coming in 115 Netes & World Report, invites applications for an anticipated tenure-track position in the NLN accredited BSN program in the Department of Nursing. Located in an attractive suburban area of Metropolitan Atlanta, Kennessus State is one of the fastest growing units in the University System of Georgia, enrolling approximately 11,000 undergraduate and graduate students.

**FACULTY POSITION** 

NURSING

KSC has established a notable record for the inclusion of women and minorities in its educational mission and strongly encourages applications from both groups.

QUALIFICATIONS/RESPONSIBILITIES: Master's degree in adult or medical/surgical nursing required; earned doctorate and collegiate teaching experience preferred. Responsibilities include classroom and clinical teaching, student advisement, and involvement in college and professional activities. Salary commensurate with experience and qualifications. Position contingent on funding and begins September, 1992.

APPLICATION INSTRUCTIONS: To ensure consideration, applications must be received by April 30, 1992, however, applications will be accepted until position is filled. Send letters of application and vitae to: Dr. Julia Perkins. Chair, Department of Nursing, Kennesaw State College, P. O. Box 444, Marietia, GA 3/061.

Altirmative Action, Equal Opportunity Employer.

#### Assistant Professor of Health Planning & Administration SCHOOL OF PLANNING FACULTY

The University of Cincinnati's School of Planning is seeking an Assistant Professor of Health Planning & Administration. This is a tenure track position beginning Sept. 1, 1992. Courses of instruction are at both the graduale and undergraduate levels and include Health Care Systems, Health & Housan Behavior, Health Management and Long Term Care. Applicants should have a deciorate or be a doctoral candidate in Health Administration or have a professional master's to Health Administration with a deciorate in a related field. Applicants should have two years of instructional experience and show strong promise of making positive research contributions. Review of material will begin June 1 and confline until the position is filled. Send a letter of application, résumé and letters of evaluation from 3 references to:

David Allor University of Cincinnati School of Planning Cincinnali, OH 45221-0016



Affirmative Action, Equal Opportunity Employer

#### Staff Scientist Chemical Analytical Labs

SALARY: Competitive, based on qualifications and experience.

JOB LOCATION: Braverd Community College Florida Advanced Technology Center, Palm Bay

riorica Advanced Technology Center, Palm Bay
MiNIMUM QUALIFICATIONS:
Beccalaureate degree or equivalent in chemistry, environmental science. Experience in commercial or research chemical instrumentation
laboratory. Ability to operate and maintain instruments housed in the
BCC laba.

Applications will be accepted through close of business April 18, 1982. Mail résumé to:

Aesociste Vice President for Human Resources BREVARD COMMUNITY COLLEGE 1619 Clearlake Road Cocos, FL 32822

Equal access/equal opportunity employer

## Instructor/Program Director Respiratory Care

Jackson State Community College seeks candidates with registration as respiratory therapists; minimum Associate Degree in respiratory care, B.S. preferred, and four years' full-time experience in RC. Preference given to candidates with two years' teaching experience, preferably in an accredite RC program. Salary commensurate with qualifications. Applications accepted and reviewed immediately until position filled. Send letter of application, résumé, official JSCC application and transcripts to: Personnel Office, Jackson State Community College, 2046 North Parkway, Jackson, TN 38301-3797. AA/EOE.

#### CLINCH VALLEY COLLEGE College Avenue Wise, VA 24293

Clinch Valley College of the University of Vuginia anticipates the following vacancies for the 1992-93 academic year

Director of Instructional Improvement Center: Administrative officer
of recently created Center which will be responsible for the overall institutional assessment program and will provide appropriate assessment and
developmental assistance to both individual faculty members and academic
departments seeking to improve instruction. Ten-month appointment halftime reaching and half-time administration, Must have experience with instructional assessment and be qualified for appointment (fenure-track assistard or associate rank) to teaching faculty in discipline appropriate to College.
 Assistant Professor of Foreign Language. Tenure track position. Per-

Assistant Professor of Foreign Language: Tenure track position. Person must have earned doctorate in modern foreign language, have demonstrated teaching ability at collegiate level in French and German, and have scholarly interests.

Schoolly Interests

Assistant Professor of American History: A tenure track position to teach survey as well as upper-level courses in both American and non-European field. Ph.D. required, evidence of excellent tracking at collegate level required, demonstrated ongoing scholarly competence and ability to advise students essential.

Assistant Professor of Management (tenistive): Teach undergraduate courses in management, business law, business ethics, personnel management, etc. primarily in upper-level business program in Abingdon, Verginia. Person will advise non-traditional students and work cooperatively with regional community colleges. Demonstrated competence to teach and advise non-traditional undergraduate students.
 Assistant Professor of Computer Science and Mathematics (two-year appointment): Teach undergraduate courses in dalabase and systems design, programming languages, computer literacy, advise situdents, engage in scholarly activities, and provide professional service. Qualifications include at least a Master of Science in Computer Science, demonstrated leaching competence of undergraduate students, practical industrial experience, and effective interpersonal skills.
 Assistant Professor of Natural Sciences (one-year appointment):

Assistant Professor of Natural Sciences (one-year appointment): Non-tenure track appointment to teach undergreduate geology, introductory physics, and science education courses. Must hold all least a Master of Science degree in appropriate discipline, have successful undergraduate teaching experience, and ability to work effectively with school divisions in science education.

science coureann.

THE COLLEGE: Founded in 1954, Clinch Valley is an undergraduale branch college of the University of Virginia located in the beautiful highlands of rural Southwestern Virginia with a current enrollment of 1,600 students. The College offers the baccalaureate degree in many of the traditional liberal arts and several professional fields.

TO APPLY: Send letter of application, résumé, official transcripts, and three letters of recommendation to Dr. Lucius F. Ellsworth, Office of the Vice Chancellor and Dean, Clinch Valley College, Wise, VA 24293. The review of applications will begin April 10, 1992 and continue until the positions are tilled.

Clinch Valley College is an Equal Opportunity, Athrnative Action Employer

# **GEORGETOWN**

**EDUCATION** 

GRADUATE EDUCATION: A tenure-track position available August, 1992 at Assistant or Associate tank for person with Ed.D. or Ph.D. Teaching experience at K-12 and college levels destrable. Superior teaching skills and active involvement with the Christian laith are essential. Specialty areas include: elementary education, curriculum and foundations. The position involves a ring semester hour teaching load, navel to extension sites within a one-hour drive of the campus, and advising students during the alternoon and evening hours.

Georgetown College is a private church-related college founded in 1829 with 1200 undergraduate and 400 graduate students. Located on 1-75 just 12 miles north of Lexington, Kentucky—near the new Toyota Manufacturing Nant and in the heart of beautiful bluegrass house country.

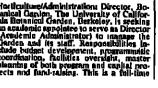
Dr. Jon O. Lewis
Vice President for Academic Affairs
and Dean of the College
Georgetown College
400 East College Street
Georgetown K 40324

Ubrary: Serials Librarian. Portland State University Library. Portland, Oregon. 12-month tenure track faculty appointment (Assistant Professor. Responsible for management of the Serials Section including ordering, receiving, Involving, Sinding, and record maintenance for a collection of approximately 11,000 current sorial titles. Fires and appervises a staff of six paraprofessionals in the expenditure of a serials budget of approximately \$1.5 million. Provides feadership in pluming and managing sorials operations including implementation of a local serials control system. Qualifications include ALA-accredited MLS degree: previous administration of a medium-

tions Department seeks an archivist, at the Assistant Professor rank, who will be responsible for soliciting, arranging, and describing university records and faculty and alumin papers; for supervising support staff in processing and indexing these collections: and for providing reference service for the collections. Reports to the Head of the Department of Special Collections. Contributes to departmental planting, budgetting, and policy and proceeding elevations of the department through exhibitions and presentations. Provides support as necessary in other areas of the department. In addition to the University Archives, the Department of Special Collections is comprised of manuscripts, rare books, and a documentary film archive. Qualifications: Required: Position regulares completion of an ALA-exercidited Master's degree with coursework in archivel administration, or appropriate equivalencies. Excellent organization, and interpersonal skills. Pseculty at lowa State are expected to ment spromotion and tenure requirements. Preferred: Familiarity with the AMC MARC format, NOTIS, and State are expected to neet proticotion and termine require ments. Preferred: Pandibirity with the AMC MARC format. NOTIS, and microscomprifer applications. One or more years of archival experience is an academic or research selling; supervisory opportunity. State of research selling; supervisory opportunity. State of the Library provides electronic resources and access tools which complement nationally recognized print collections. Ames supports quality schools and outstanding cultural situations and was recently recognized as one of the top ten mess of its size in the country. Application: Review of applications will begin May 1, 1992. Submit tetter of application, resumbers of three references to: Search Committee. University Archivist, 302 Parks Library, lows State Ludwrity, Ames, lows 5001-1240, lows State has a strong controllement to equal opportunity and affirmative action. Members of protected chasses are especially encouraged to apply, lows State has a strong controllement to equal opportunity and affirmative action. Members of protected chasses are especially encouraged to apply, lows State has a fixed the production of the protection of the protection of the protection of the production of the protection of the protection of the protection of the protection of the production of the production of the protection of the production o







## RAMAPO COLLEGE OF NEW JERSEY

Ramapo College, a 4-year, barrier-free, undergraduate institution approximately 25 miles from New York City, is committed to global education for students and faculty. Ramapo College is an equal opportunity employer. Applications from minorities, women, disabled persons, and Vietnam-era veterans are especially welcome. On-site preschool child care is available.

#417 Assistant Professor of Environmental Studies One year replacement (Pall 1992-Spring 1993) in Ramapo's interdisciplinary Environmental Studies program. Teach Environmental Studies, plus some of these areas: global pollution problems, appropriate technology, sustainable agriculture, environmental anthropology, or environmental policy and planning. Advise students, participate in governance and pursue scholarship. Ph.D. or equivalency req. Salary: Low 30s. Contact: Dr. Michael Edelstein, School of Social Science/Human Services. Deadline for resumes is

#419 Director of Athletics, Intramurals and Recreation - Provide leadership for comprehensive and balanced athletics, intramurals, recreation program at NCAA Division III institution of 4,500 students. Supervise staff, programs and facilities. Develop and implement budget. Ensure compliance with all Federal, State, NCAA, NJAC, and Ramapo College regulations. Work with College offices to ensure academic success, retention of student athletes. Minimum Qualifications: Master's degree in Physical Education, Recreation, or directly related field and 7 years exp. in college athletics, intramurals, or recreation programs; 3 as an Asst. or Assoc. Dir. with some supervisory responsibilities. Evening and weekend work. Excellent oral and written communication skills. Ability to work with a diverse student population. Pref. Qualifications: Knowledge of adapted physical education techniques for persons with disabilities. Prior NCAA Div. III college experience. Exp. in developing or expanding an intramurals program. Native Spanish language fluency is an advantage. Report directly to V.P. for Student Affairs. Start: 7/1/92. Min. Salary: \$49,381. Contact: Dr. Stephen Arianas, School of American/International Studies, Search Comm. Chair. Will start resume review on 4/6/92.

Give position number on envelope and letter. Send two (2) resumes and names of three (3) references to: Contact person listed for specific position.

Ramapo College of New Jersey Dept. 10 505 Ramapo Valley Road Mahwah, New Jersey 07430



The College of Choice For a Global Education. EEOIAFFIRMATIVE ACTION

alling on qualifications, to lead its collections in development preserves in the kinesein development preserves in the collection of the preserves in the preserves is possible depending on the candidate single of the case of the c

ten areas of its size in the country. Apolication: Review of applications will been May
1, 1992. Submit letter of application, viatmé and mames, activeses and telephone
mumbers of three references to: Search
Committee, Frincipal Bibliographer: Hupaguites, 302 Paris, Benry, 10-wa State
paguites, 302 Paris, Lebray, 10-wa State
University, A Paris, Lowa 2001;-2140. Iowa
State lusy a strong commitment to equal opportunity and a flumeative action, Members
of professed cleans are aspecially courfied to apply. Iowa State University is an
Equal Opportunity, Affirmative Action
Employer.

#### MIDDLE GEORGIA COLLEGE Cochran, Georgia 31014

A Two-Year Unit of the University System of Georgia

# Faculty and Administrative Positions

Division Chair of Humanities: Twelve mouth, tenure-track faculty posi-tion, Responsibilities: Provide academic and administrative leadership. Teach English composition, speech and/or literature courses. Qualifica-tions: Estuad doctorate, postsecondary teaching experience, and commit-ment to the two-year college mission and philosophy required. Application Deadline: 5/8/92. Available: 7/1/92.

Instructor/Assistant Professor of Engineering and Physics: 9-month temre track position Responsibilities: Teach three 5 credit hour courses per quarter, curriculum development and student advising. Qualifications: Master's in Engineering or Physics respured. Professional registration, ability to teach engineering graphics, and business/industry experience preferred. Application Deadline: 5/8/92. Available: 7/1/92.

Instructor/Aspitestion Deadline: 5/8/92. Available: 7/1/92.

Instructor/Assistant Professor of Nursing: 4-month tenure-track position. Responsibilities: Teach in an NEN accordined associate degree nursing program in a ream teaching approach, curriculum development and student advising. Qualifications: BSN required, MSN preferred. Fediatric or Adult Health Nursing major preferred. Eligibility for current Georgia Registered Nurse Licensure. Application Deadline: Open until position filled. Available: 9/1/92.

Instructor/Assistant Professor of Developmental Studies: 9-month, tenure-track faculty position. Responsibilities: Teach developmental linguish and provide remediation, Student advising, committee assignments and other duties expected. Qualifications: Master's in English or a Bachelor's in English with a Master's in a related field. Application Deadline: 5/8/92.

Inquiries to: Interested applicants should send a letter of application and a vita which lists three references to:

Personnel Office Middle Georgia College Cochran, GA 31014 (912) 934-3082

AN EQUAL OPPORTUNITY, APPERMATIVE ACTION INSTITUTION

EL CAMINO COMMUNITY COLLEGE, located in the South Bay area of Los Angeles, California, is accepting résumés/letters of interest for:

#### **ADMINISTRATIVE** Business Manager

#### FACULTY

Faculty Coordinator (Workplace Literacy)
Temporary through July, 1993
Faculty Coordinator (Contract Education)
Temporary through June, 1993

CLOSING DATE: MAY 8, 1992 Send résumé or letter of interest to: Dr. Lynn Solomita
Dr. Lynn Solomita
Dr. Lynn Solomita
Director of Personnel Services
El Camino College
16007 Crenshaw Boulevard
Torrance, CA 90508
(310) 715-3477

EOE. M/F 

# Management

Assistant Professor position(s) to begin September 1992. Primary areas of interest should be in two of the following: organization behavior, organization theory, business and society, and business policy. Qualifications: Ph.D. or DBA in Management by time of appointment. Salary dependent on qualifications. Send letter of application, risune, three letters of reference, and official transcripts to Dr. Jene Goodson, Chair, Search Committee, Department of Management, Auburn University at Montgomery, 300 University Drive, Montgomery, Alabama 36117. Applications will be accepted until the position is filled. Auburn University at Montgomery is an Equal Opportunity, Affirmative Action Employer. Women and racial minorities are encouraged to apply.

Empeyor, Minority Resident Librarian, Minority Resident Librarian, Minority Resident Librarian, Minority Resident Librarian, Minority representation in all arceas of the University. The University Librarias Minority Resident Program is one composent of the Librarias overall affirmative action plan and is intended to increase the preventation of minority librarian within the profession. This continuity may be active action plan and is intended to increase the preventation of minority librarian strain is designed to assats a recent library school archamed to assats a recent library school archamed in librarian successful the profession. This continuity. The intended to increase the committed in the profession of the completion of account in the completion of account in the completion of account librarianship in a rapidly changing the confidence in the confidence in the confidence of account librarianship in a rapidly changing the confidence in the confidence in the confidence of the confidence in the confid

# FIELD RESEARCHER

The Council for Initiatives in Jewish Education (CIJE) is re-cruiting a team of full-time field researchers to study "lead communities", demonstration sites for new, comprehensive programs to improve Jewish education.

Requirements: strong academic background in education or related discipline; extensive field-work experience; outstanding communication skills; ability to work as part of a team. Knowledge of Jewish education preferred but not required.

To apply send large To apply, send letter of applica-tion, resumé, and a writing sam-ple by May 11, 1992 to:

Professor Adam Gamoran CIJE Realuation Project Department of Sociology 1180 Observatory Dr. Madison, WI 53706

environment. The one year internable will provide the opportunity for viewing all ar-

# **ADMINISTRATIVE POSITION**

John Wood Community College seeks experienced, energetic facility and administrators to teach, develop and expand the college's curious the College is a dynamic, comprehensive, public community college located in College, in the Deautiful Mississippi River.

12-MONTH POSITION:

12-MONTH POSITION:

• DIRECTOR OF DEVELOPMENTAL EDUCATION: Master's degree inequalities of preferred, other master's degrees considered. Minimum of two year continue administrative or teaching experience required. Community to instruct in one of the following three degrees math, reading, or language arts, coordinate developmental education program, including appropriate research. Start Date: 70/92. Salanyibanand transcripts to. Mrs. Gerry Cuter, Dean of Community Service, John Wood Community College, 150 S. 48th St., Quincy, it. 62301

# TENURE-TRACK FACULTY POSITIONS

12-MONTH POSITIONS:

NAME AND LITERATURE INSTRUCTOR: Master's degree in English required. Ability to instruct full range of English courses, transfer and developmental. Special abilities in teaching writing preferred. Start Date: 7(1)

 LANGUAGES AND LITERATURE INSTRUCTOR: Same as outlined above EXCEPT prefer qualifications also to teach Spanish. Start Date: 8/16/92. MATHEMATICS INSTRUCTOR: Master's degree in mathematics required Ability to instruct full range of math courses, transfer and developmental Start Date: 8/16/92.

Requirements for Faculty Positions: Degrees as listed. Minimum of two years' full-time teaching experience required; community college experience preferred. Application Process: Serial letter of application, resume, and transcripts to: Dr. Veldon L. Law, Dean of Instruction, John Wood Community College, 150 S 48th St., Quincy, IL 62301. Applications will be accepted until the positions are filled. Review of applications will begin April 24, 1992. NVCC is an equal opportunity, affirmative action employer and specifically invites and encourages applications from women and minorities.



#### Roy H. Park School of Communications

The Television-Radio Department of the Roy II. Park School of Communications at Ithaca College seeks candidates for a new, tenure-eligible position beginning August 15, 1902.

The successful condidate must have demonstrated expertise in one or more of the following areas: communication technologies, communication law, government and media, critical/cultural studies of mass conwill be responsible for introductory and advanced coarses in they area should be able to develop and teach courses within his/her area of specialty.

Ph.D. in communications or related field and successful teaching experience are required; ABD's also considered. Communent to liberal are education within a professional program also required. Rank open depending upon experience and qualifications.

Send vita and letter of application, along with names, addresses and telephone numbers of three references to: Dr. John Hochkeimer, School of Communications, Hockey Read to Department, Roy H. Pa of School of Communications, Hhaca College, Ithaca, New York 14t, vot (607) 274-3242.

Screening of applications begins immediately. However, applications will be accepted until the position is filled. Ithaca College is an independent, residential, comprehensive college with an undergraduate enrollment of approximately 6,400 students. It is located in the Finger Lakes Region of central New York.

lthaca College is an Equal Opportunity, Affirmative Action Employer

sily. Public employees retirement system. Salary level is \$24,300. Submil letter of apnumbers and addressed three professional references to Judith A. Sessions. Dean dy. Oxford, Ohio 45056. Preliminary 1972. Miami University Libraris, Sur University of New York-University at Britania of applications will bogin July 1. Junity Employer.

Libraryi The Monmouth College of Illioth has two positions available for innovity, betwice-oriented Public Services Librarians. Starting date: Inly 1, 1992, Public Services Librarian A: Responsibilities include development of an information literacy program, management of the U.S. development denders depository, receipted and decarents depository, receipted and the circulation thaction, and responsess problem-solving and organization of the circulation thaction, and responsess problem-solving and organization at skills. Evening and weekend work required. Requirements: ALA-MLS; sax public services, documents, and/or teaching experience desirable. Commitment to an undergranduste hiteral arts college library which recognizes the ethnic and cultural pitralism of contemporary society. Saxy, 522,000-525,000 for 12 months. Fublic Services Librarian B: Responsibilities include reorganization of periodical fluoritors, leadership of the reference openion, leadership of the reference openion, and oversight of information technology hardware and software. Will participate information interacy program and library management. Must be flexible, creative, and not specific propries and organizational skills. Evening and weekend wat required. Requirements: ALA-MLS; some

JOHN WOOD COMMUNITY COLLEGE

• COORDINATOR OF HEALTH, PHYSICAL EDUCATION & RECREATOR COORDINATOR OF HEALTH, PHYSICAL EDUCATION & RECRETION PROGRAMS: Master's degree in physical education with an emphase in exercise physiology or human performance or fluiess and health is pretend. A master's degree in physical education with appropriate certificate from the American College of Sports Medicine will be considered, instruct teleng fluiess courses and coordinate health, physical education, and recreation program development. Start Date: 7/1/92.

9 MONTH POSITIONS:

**BULLETIN BOARD: Positions available** 

# University of Nebraska **DIRECTOR**

# **INTERCOLLEGIATE ATHLETICS**

The University of Nebraska-Lincoln Invites nominations and applica-tions for the position of Director of Intercollegiate Athletics. The Direc-tor reports to the Chancellor of the University and administers the intercollegiate athletic program consisting of 21 sports for women and men with a budget in excess of \$16 million and a permanent ful-time staff of over 150. The University is a member of Division I of the NCAA and of the Big 8 Conference.

The University of Nebraska-Lincoln is the state's AAU and land-grant university and carries out an ambitious teaching, research, and service mission. UNL is committed to excellence in intercollegiate athletics within the framework of its academic mission.

Ics within the framework of its academic mission.

The Director is responsible to provide leadership for the accomplishing of the goals of the athletic program and to contribute to the realization of the goals of the University as a whole. He or she will be accountable for supervision of the personnel of the Athletic Department, including ensuring total compliance with University, Big 8,, and NCAA rules and policies. Activities of the position include securing and managing liscal resources, selecting coaches, and other personnel, scheduling and negotiating contracts, promoting the programs of the Department, communicating with and through the media, overseeing and developing facilities, and working with boosters. An individual is sought for the position who will provide leadership locally and nationally for the onhancement of intercollegiate athletics consistent with the values of the university community.

Candidates must possess a bachelor's degree as a minimum with

Candidates must possess a bachelor's degree as a minimum with further study preferred. Successful major administrative experience in intercollegiate athletics required along with evidence of personal and professional integrity, commitment to NCAA rules and compliance, and support of scademic and affirmative action goals. Applications from women and individuals of color are encouraged. The position offers a competitive salary and benefits. The individual selected will be expected to join the University no later than January 2,

Applications and nominations will be reviewed beginning May 1, 1992

Dr. James O'Hanion Search Committee Chair University of Nebraska-Lincoln 114 Henziik Hail Lincoln, Nebraska 68588-0364

Affirmative Action, Equal Opportunity Employer

#### Wichita State University W. Frank Barton School of Business

## DIRECTOR Center for Entrepreneurship

Nominations and applications are invited for the position of Director of the Center for Entrepreneurship within the W. Frank Barton School of

The Center: Established in 1977, the Center was one of the first of its kind, and has grown to a position of prominence in entrepreneurial activity and education. Today the Center's staff and faculty are comprised of eight people, not including student workers or the ACE (Association of Collegiate Entrepreneurs) organization. The Center is the principal occupant of Devlin Hall, an ultra-modern classroom and office facility.

office facility.

The Barton School: Endowed in 1987 by W. Frank Barton, the School includes approximately 75 full time equivalent faculty, 2500 undergraduate students, and 600 graduate (primarily MBA) students. The School consists of five academic departments and six centers. In addition to the MBA program, the School offers graduate instruction leading to Master of Scionce in Administration (MS), Master of Professional Accountancy (MPA), or Master of Aris in Economics (MA) degree. The Position: The Director, who is responsible for all aspects of the Center's operations, reports to the dean of the W. Frank Barton School.

Director controls the Center's budget and directly oversees the center's staff. The Director is expected to interact with the business community and the Center's external constituencies and is responsible, along with the dean, for resource development.

ble, along with the dean, for resource development.

Qualifications: A Ph.D. degree (or equivalent) is preferred. Familiarity with the academic environment and experience with Entrepreneurial activities/ventures is highly desimble. Successful candidate should have a background in teaching and research and should possess administrative skills and evidence of ability to provide creative leadership and interact effectively with external constituencies.

The position is available July 1, 1992. Application deadline is May 1, 1992, or the first of each month thereafter until the position is filled. Applicants should submit a cover letter; résumé; and names, addresses, and telephone numbers of five references to Dean R. Malcolm Richards, W. Frank Barton School of Business, Wichita State University. Wichita, Kansas 67208-1595.

Wichita State University is an Affirmative Action, Equal Opportunity Employer

an reviewing applications on April 20.

Library: The Institute of Modern History. Academia Sinica, Nankans, Taipel, Taiwan, R.O.C. Applications are invited for a tenurable appointment of modern historical studies librarian beginning August, 1992. The incumbent is responsible for supervising 10 aubordinates for the selection, acquisition, estalogies, maintenance, and circulation of materials related with the study of modern history, especially of China. Requirements: Experience in library work, knowledge about library automization and about related book trade network, ability to work, effectively will research-oriented collegages, skills for international communication, evidence of research orientation

public services and teaching experience de-strable. Commitment to an undergraduate book bistory to meet the lestitute's require-the athers and cultural baselies of contemp.

The College of Lake County, a progressive community college located halfwaybetween Chicago and Milwaukse, has these full lime, tenure-track faculty positions available beginning in Austral 1000:

ASSOCIATE DEGREE **NURSING FACULTY** 

In this well established program, accredited by the National League for Nursing and approved by the State of IL Department of Professional Regulations, youwill be responsible for instructing Associate Degree nursing students in both the classroom and clinical lesh. A Mater's above in pure. tab. A Master's degree in nure-ing, current license or eligible for RN license in Illinois, and mini-HN losnes in likrois, and mini-mum two years nursing practice required. Teaching and previous Med/Surg experience desired. Applicants are required to submit a completed application form by May 1, 1992 as well as a resume, three letters of reference, and official transcripts indicating degree(s) by May 14, 1992.

#### REFERENCE LIBRARIAN

Require ALA accredited Master of Library Science with knowledge of the principles & procedures for DIALOG on-line and CD-ROM bibliographic procedures for DIALOG on-line and CD-ROM bibliographic searching. Experience with Wilson, Psychil and ProQuest CD-ROM software is highly desirable, as well as knowledge of microcomputer applications a knowledge of local automated systems. Will be responsible for bibliographic instruction for classes, collection development of specific subject areas and providing service a instruction at the Reference Deak. Applicants are required to submit a completed application form as well as a mapplication form as well as a re-sume, three letters of reference and offical transcripts of your degree(s) by May 29, 1992.

Salaries are commensurate with education and experience. For an application, please contact the Personnel Office at the COLLEGE OF LAKE COUNTY, 19351 W. Washington St., Grayslake, E. 60030, (706)223-6601, ext. 216. Minorities and females are encouraged to apply.

### SHASTA COLLEGE

Shasta College is accepting applications for the following position: Division Dis-rector - Fine Arts. Application dead-line: 4:00 p.m. May 4, 1992. Apply at Shasta College Personnel, 11555 Old Oregon Trail, P.O. Box 495006, Redd-ing. CA 95049-5006; (916) 225-4556. AA/GOE.

# UNIVERSITY OF NEVADA, LAS VEGAS UNLY — one of the "rising

# stars of American higher

U.S. NEWS & WORLD REPORT

#### Here's Why:

education"

- ▲ UNLV's academic programs are receiving national and international recognition.
- ▲ UNLV is among the fastest growing universities in the nation. Fall 1991 enrollment reached 19,562, a 7.4 percent increase over the previous year.
- ▲ UNLV is a comprehensive Ph.D.-granting institution dedicated to both research and teaching. New Ph.D.s include history. computer science, and civil engineering.
- UNLV recently opened the nation's only National Supercomputing Center for Energy and the Environment, housing a Cray Y-MP supercomputer.
- UNLV attracts millions of dollars annually in public and private support for research. More than 30 research centers enrich the university and the community.
- UNLV's Jazz Ensemble was named 1990 National Champion. and the Performing Arts Center regularly presents internationally recognized artists.
- UNLV is home to the 1990 NCAA National Champion men's basketball team. UNLV student athletes have competed successfully on a national level in all 14 intercollegiate programs. ▲ UNLV will break ground for classroom, architecture, and physics
- buildings totaling more than 250,000 square feet at a cost of
- ▲ UNLV has been named for three consecutive years to U.S. News and World Report's list of "up and coming" universities. UNLV offers an exciting, dynamic campus life, which includes
- 14 fraternities and 7 sororities, plus numerous other student organizations and activities.

## If you're a "rising star" in your career in teaching or research, you may want to move up to UNIX.

Look for position announcements in the classified section of the Chronicle of Higher Education throughout the academic year.

# ADMISSIONS/FINANCIAL AID ADVISOR

Raritan Valley Community College

junior level position, for individual to assist in the admissions process, including recruitment and the development and implementation of admissions procedures. The successful candidate will also assist in the financial aid process including performing needs analysis, preparing reports, dissemination of information, etc. Bachelor's degree required, master's preferred, in student personnel or relat-ed field. Prior experience in admissions and/or financial aid or related fields

Raritan Valley Community College is an accredited and licensed two-year, comprehensive, bi-county community college, which offers associate degrees and certificates in more than 40 areas. It is located in suburban central New Jersey, approximately one hour from New York City and Philladelphia. The 240-acre campus serves Somerset and Hunterdon counties and enrolled 5,300 full-time and part-time students in transfer and career programs, with several thousand more exercised to several these several through the several throu lled in non-credit courses

Send letter and résumé to be received no later than 4/22/92 to Personnel Office, Rarian Valley Community College, P. O. Box 3300-C, Somerville, NJ 08876, EE/AOE.

the efforts of the library faculty selectors in selecting practicals and maintained close ilasian with the teaching faculty. Assists in the training and development of selectors, and in the preparation of the library materials budget. Serves as a member of the collection management advisory committee and the serials review panel. Participates in the bibliographic instruction program, and has some reference duties. Required: ALA accredited Mi.S; three years' experience as an academic librarian, with some collection development experience; knowledge of cutrent collection issues; organizational ability, human relations skills, and proficiency in oral and written communication. Undergraduate degree in a social field preferred. Advanced degree in a social he efforts of the library faculty selectors A Bulletin Board notice will reach the audience you want to reach-

persons in academe.

#### **ADMISSIONS**

Associate Director of Admissions. California School of Profession Associate Director of Admissions. California School of Professional Psychology (CSPP) seeks a creative, energetic individual to mange recruitment and admissions functions at the San Francisco administrative office of the School's 4-campus system. Requirements are: Bachelor's degree, three years of admissions experience, computer/PC knowledge, excellent oral, written, and interpersonal skills. Some recruitment travel involved. CSPP's workforce and values reflect the School's commitment to diversity. Résumé by April 23 to Ms. Hanson, CSPP, 2749 Hyde Street, San Francisco, CA 94109.

solence Beld and reading knowledge of a modern European language (preferably German) desirable. Salary: \$25,000 minimum. Tenure-track position with faculary status. Excellent fringe benefits, including various medicalinospital plans, a denial plan and disablity benefits. Choice of returning the plans. Application desattine: April 30, 1892. Send letter of application, with resume and paraes, addresses, and phone numbers of four references to: Alexander Gitchrist, Collection, Manuscement Officer, Thomas Cooper Library, University of South Carolina, Columbia, South Carolina 2208-0103. The University of South Carolina is an affirmative action, equal opportunity of mployer.

Library, Faculty Appointment). Responsibilities include the overall management of separately-housed Science Library. MLS required; second advanced degree required for tenure. Several years relevant experience greferred. Salary: Competitive and dependent upon qualifications. Screening will begin immediately; position available lane 1. Send vitae and same stediresses of twee references to Eugene T. Neely, Dean of Libraries, Adelphi University, Garden





#### **North Carolina State University**

North Catolina State University, one of the nation's outstanding land-grant institutions, is the state's largest academic institution. With over 26,000 students, it offers doctoral degrees in 48 fields of study. First among North Carolina universities in total research volume, NCSU is currently fourth among American universities in Industry-sponsored research and development expenditures. The NCSU libraries is a member of the Association of Research Libraries and the Center for Research Libraries. Applications and nominations are invited for the following positions.

Friends of the Library Executive Director:

Under direction from the Associate Director for Technical Services and Under direction from the Associate Director for Technical Services and Collection Management, and working closely with the Director of Libraries, implements policies and directives of the Friends of the Library (FOL) Board. Initiates and implements annual and special fund drives and fundraling efforts; develops and coordinates a wide variety of Friends events. Manages daily operations and participates in planning for FOL office, attends meetings of the Libraries Department Heads. Qualifications: Bachelor's in relevant field; excellent communications skills; demonstrated capacity for leadership, initiative, creativity and teamwork. Preferred: AIA-accredited MLS or other relevant advanced degree; successful fundralising experience; knowledge of non-profit organizations and public relations; experience with and appreciation for the role of libraries in higher education. Minimum salary: \$30,000. Available: July 1, 1992, Initial reviews May 1, 1992.

Life Sciences Reference Librarian/Coordinator of CD-ROM Services: Benefits: Academic status without tenure or rank. Health insurance options, TIANCREF or state without tenure or rank. Health insurance options, TIANCREF or state retirement, 24 days vacation, utilion waiver program. To apply: Applications will be accepted until positions are filled: candidates are encouraged to apply by initial review date (above). Send resume and names, addresses and telephone numbers of three current, professional references to: Wendy L. Scott, Office of Personnel Services, Box 7111, NCSU Libraries, Raleigh, NC 27695-7111.

NORTH CAROLINA STATE LINIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

# Associate Director **Major Gifts**

artmouth, currently in a capital campaign, seeks an Associate Director of Major Cifts whose responsibility will be the identification, cultivation, solicitation, and stewardship of major gifts to the College. Other duties include development of gift proposals, management of volunteer committees, overseeing a regional prospect pool, etc.

Requirements include a bachelor's degree and four years minimum of professional fund-raising experience or the equivalent; proven volunteer and staff management experience; communication skills and a willingness to

Send application to Executive Officer, Dartmouth College, 6068 Blunt Alumni Control Co College, 6068 Blunt Alumni Center, Hanover, New Hampshire 03755-3590. Review of mate-rials to begin April 13.

Curtmouth Cullege is an Affanative Action/Equal Opportunity Earployer

Library: Scria)s Cataloger (Librarian I)Performs original and complex copy catalogias of seriols in a variety of subjects, formass, and languages, using AACR2, LC classification, LCSI, Performs related outlooking of original in a variety of subjects, formass, and languages, using AACR2, LC classification, LCSI, Performs related outlooking work, Connibutes bibliographic records to CONSER database and outlootity work. Connibutes bibliographic records to NACO, Qualifications: ALA-secredited in CONSER database and outlootity concerns in advance of supering performance in advanced catalogists course work or solid catalogists and subject to subject to the companies of the catalogists of the companies of th

Library/Lawi Director of Technical Services, Rell UVCC is an at serving 9,000 s coexiAgaistont Librarian—Nova University Law Library. MLS and relevant law library experience, including engoisilloins/sterials, administration, and supervision required, with atrons interpersonal and communication skills. ID preferred: Teaching option available. Sand cover letter and resume by April 30, 1992 to Nova University. Porsoner Department UCRD, 230 College Avanue, Fort Lauderidge. Fightin 33314, Minutes and the contraction of the co

#### Director of **Student Development Services** University of Illinois at Chicago

The University of tilinois at Chicago is a comprehensive public institu-tion located in a metropolitan setting with an enrollment of approxi-mately 25,000 students.

mately 25,000 students.

POSITION: The Director reports to the Dean of Student Affairs and is responsible for the following developmental programs and services: New Student Orientation, Faculty/Student interactions Programs, Volunteer Program, Leadership Development, Student Information Network Center, Veteran Affairs, Student Ambassadors, Women's Reentry, Special Retention Programs and Tutoring Resources. The Director supervises six professional and three cierical staff.

QUALIFICATIONS: Candidates must have a master's degree in higher education or a related field; however preference will be given to those who are pursuing or have completed a doctorate. Four or more years in Student Affairs with a minimum of two years at mid-level. Demonstrated experience in the areas of developmental programming with diverse population, minority affairs, budget and staff development as well as a documented commitment to research are highly desirable. Salary commensurate with qualifications and experience.

APPLICATION PROCESS: To receive full consideration, applications

APPLICATION PROCESS: To receive full consideration, applications containing a cover letter, résumé and the names, addresses and telephone numbers of three current references should be received by April 13, 1992. Please address materials to:

Diane L. Hodges, Ph.D.
Office of Student Development Services
University of Illinois at Chicago
Room 829, University Hall
Box 4348, M/C 318
Chicago, Illinois 60680

The anticipated starting date is August 3, 1992 The University of Itlinois is an Affirmative Action, Equal Opportunity Employer

## Stevens Institute of Technology **Development Office Opportunities**

Assistant Director, Annual Giving

Stevens institute of Technology is seeking an Assistant Director, Annual Giving whose responsibilities would be to plan, manage and coordinate various annual fund tasks with special responsibility for alumni reunion programs. As part of these responsibilities the Assistant Director would assist in the identification and recruitment of alumni volunteers, work with alumni volunteers and committees to establish and achieve giving goals. One to three years of davelopment or alumni relations experience and Bachelor's degree required. Annual Giving and university development experience preferred.

Coordinator of Development Research and Records Stevens is accepting applications for the position of Coordinator of Development Research and Records responsible for managing the database of prospects, undertaking research on prospects, and providing updates and information to staff and volunteers. Responsibilities include the maintenance of systematic gift and biographical records file system. Experience in computer operations and database management with exposure to a variety of programs required. Experience in on-line database and reference library research, especially in relation to individual and corporate research materials, a plus.

Stevens Institute of Technology is a small, private university, located on the west bank of the Hudson River, minutes from New York City. We offer competitive seleny and a comprehensive benefits package. Interested candidates please send resums with salary history (please todicate the position of interest) in confidence to: Rosemary R. Lane, Stevens Institute of Technology, Castle Point on the Hudson, Hoboken, NJ 07030. Equal Opportunity Employer. Affirmative Action.

## RESEARCH CENTER DIRECTOR

Marshfield Clinic, one of the largest private, multi-specialty group practices in the United States, is seeking an established professional to assume the discouship of the Wisconsin Rural Health Research Center. This highly-visible leadership position requires a critical combination of research, management and communication skills.

The Director will lead an existing multi-disciplinary research team in further developing the Center's rural health research program consistent with the Center's mission. This mission is to improve the health of rural Americans by conducting and disseminating policy-relevant research on the health care needs of rural residents.

The successful candidate will have an MD and/or Ph.D. (or equivalent training) and a minimum of 5 years' experience in social science or public health research with an emphasis on rural health and/or health services research. Experience in successful government and/or foundation grant development, demonstrated research management abilities, and strong communication skills

demonstrator and the competitive salary and complete benefits package.

Marshfield Clinic offers a competitive salary and complete benefits package.

For inputediato consideration, please send curriculum vitae, including three complete references, to: Employment Management, Human Resources, Marshfield Clinic, 1000 North Oak Avenue, Marshfield, Wi 54449.

Marshfield Clinic, 1000 North Oak Avenue, Marshfield, Wi 54449. Applications will be accepted until June 1, 1992, or until the position is filled. EOE, M/F/H/V

Managementi Assistant Professor of Man-agement for University in Northwest Obio. Responsibilities include teaching of under-streament of the Management of the Con-sideration of the Management of the Con-sional societies appropriate to the scader-to facids of production operations and/or management profurement. The position sites requires scademic and career advising

norlities are encouraged to apply. Affirmative Action. Equal Opportunity Employer. Smoke-free campus.

Life Science: Postifion starting Fall 1992 at Unit Valley Community College in Draw Requires a doctorate in anatomy or a closely related field or a master's degree in anatomy or a chosely related field or a master's degree in anatomy or a chosely related field by as two years of full-time, paid teaching or closely related professions at experience. Application desdine is May 8, 1992. For application and information, contact Paragonal Services, (801) 222-8000, extension 2017. LIVCC is an accredited community college serving 9,000 students. AA/EGR.

Management, Assistant Professor of Man.

Management Information Services: Director of Management Information Services. Responsible for design, implementation operation, and massegment of information and user services program through off-site maintrane and LAM. Deais with traditional research analysis activities through planning by designing survey activities, analyzing data and acquiring data from out-

# **GETTYSBURG**

Director of Student Activities

Gettysburg College soeks  $\alpha$  creative, dynamic individual for the Director of Student Activities. The position requires self-initiative to design co-curricular program which supplement and complement the academic program as well as extra-curricular programs which improve the social environment. The Director will provide leadership to a staff responsible for the coordination of all student activities. As a member of the College Life staff, the Director will provide leadership to the entire division in

The successful candidate will be enthusiastic and goaloriented in program design and planning. She/he will play a major role in creating an environment for the interaction of faculty, students, and staff. The Director leads a team of four professional and support staff members and a large student staff. She/he works closely with anythers revenue. with auxiliary services personnel, especially in the load service area. A Moster's degree is required in Student Personnel, Arts Management, or a like tield. All interested condidates must have five years' professions administrative experience in student activities/progr ming. Gettysburg College is a highly selective liberal arts college located within an hour and one-half of the Washington/Baltimore area. It is an Affirmative Action, Equal Opportunity Employer; women and minorities are encouraged to apply. Nominations and applications received by April 27, 1992 will be given fullest with a current resume and three letters of reference to: Margaret-Ann Marshall. Associate Dean of the College, Box 399, Gettysburg College, Gettysburg, PA 17325.

#### STATE UNIVERSITY COLLEGE AT BUFFALO (Buffalo State College)

State University of New York (SUNY) College at Bulfalo is a comprehensive institution of higher education offering arts and science and professional programs at the bachelor's and master's levels. It is the largest of the SUNY four year colleges of arts and sciences.

The Office of Student Affairs advances the educational mission of the college by encouraging the total development of students through programs, services, and opportunities designed to enhance their acquisition and application of knowledge, skills and values. Student Affairs is a partner with students, faculty,

**ASSOCIATE DIRECTOR OF RESIDENCE LIFE** 

The Residence Life Office is a department under Student Allain. The Associate Director for Residence Life. Operations & Bucketting reports to the Director of Residence Life. This individual is cosponsible for residence life operations and itself matters A BA and 3-5 years of experience in residence halls administration is required An MA in business, student personnel or a related field is preferred. Successful candidates will have demonstrable skills in managing budgets, facilities/custodial services, and computer skills in addition to strong supervisory, administrative, management and communications skills. APPLICATION PROCESTI Refs. Readous of secureds will book on Artil 20. APPLICATION PROCEDURE: Review of resumes will begin on April 20, 1992 and continue until position is filled. Candidates should submit a letter of application, a current resume, and three letters of reference to.

Dr. Hal D. Payne Grover Cleveland 513 Slate University College at Buifalo 1300 Elmwood Avenue Buifalo, New York 14222-1095



State University College at Buffalo is an Equal Opportunity, Affirmative Action Employer.

# side sources. Job demands demonstrated analytical and writing skills, B.S. in relevant Bald preferred or equivalent training and experience. Approximate salary: 330,000-533,000. Starting date approximately June 1, 1992. Send applications and rétumès tinchiding names, titles, addresses, phone numbers of references) or nominations to M.J. S. Search Committee Chair, Louisiana State University at Eurice. P. O. Box 1129, Bunice, Louisiana 70535; 318-457-7311; Sax: 318-546-620. LSUE is an equal opportunity. affirmative action an equal opportunity, affirmative action university. Women and minorities are encouraged to apply.

Management Information Systems: North Dakota State University seeks applicants for an assistant professor of management information systems beginning August 16, 1992. This position requires a Ph.D. in MIS/CIS, good research, communication and interpersonal skills, and ability to leach a variety of courses in management information systems. A strong background in MIS/CIS based on coursework, a significant record of publications, ability to teach general management courses and good teaching evaluations are preferred but not required qualifications. Send tester of application, resumd, transcripts, and the names of three references to Ragiu Tadepaili, Chair, Search Committee, College of Business Administration, P. O. Box 5137, Pulgam Hall, North Dakota State University, Farro, North Dakota State, West George

Markeling: School of Business, West Georgia College, Paculty position for 1992-1993. The School of Business at West Georgia College invites applications for the position listed below, West Georgia College is a senior college in the State University System, with a guident body of approximately 7,200 that offers a wide variety of degree programs at the undergraduate, master's, and

position is May 15. 1972.

College is an Equal Opportunity Employer.

Mathemalica: University of Wyomlan, Department of Mathematica. Applications are invited insubject to administrative approval for a tenure track appointment of the length of easy istant or associate professor. The races of asylistant or associate professor. The races of asylistant or associate professor. The races of applicant will work in a malifiedpolinary research group to interface scientific visualization and mathematical modeling with reflection series objects and include a Ph.D., strong series with reflection series objects and programm, and indications of section are programm, and indications of section and vitra and arrange to have three lefts of the programment of Mathematics, 2016, University of Wyomins, Lampit, Wyomins, 82071. Applicants received by the University of Wyomins is an Affirmation, Equal Opportunity Employer. Mathematics: Position starting Fal 1992 at Utah Velley Community College in Oren. Requires a doctorate in mathematics or a matter's degree in mathematics plus two

# UNIVERSITY OF COLORADO AT BOULDER

**BULLETIN BOARD:** Positions available

#### **DIRECTOR OF ADMISSIONS**

The University of Colorado at Boulder invites applications and nomina-tions for the position of Director of Admissions. Persons seeking this posi-tion should be prepared to contribute to the mission of the institution as a key member of the University's Enrollment Services Team and Enrollment Advisory Committee.

The University: The University of Colorado at Boulder, founded in 1876, covers 600 acres near the footbills of the Rocky Mountains. A major research university with an enrollment of approximately 25,000 students, CU-Boulder offers a broad curriculum in a variety of fields from the baccalaureare through postdotoral levels. It has five colleges and four professional schools that offer 4,000 courses in more than 180 fields of study. The University of Colorado's 20,000 undergraduate students come from every state in the United States, with over one-third from outside Colorado.

The Position: The Director of Admiritions reports the Director of Field.

The Position: The Director of Admissions reports to the Director of Enrollment Services. Enrollment Services is a unit in Student Affairs consisting of the Office of the Registrar, Office of Admissions, Office of Financial Aid, and the University Learning Center. The Director of Admissions is responsible for all facers of undergraduate-student recruitment and admissions. The Director is responsible for the supervision and leadership of approximately 50 staff and the processing of over 30,000 applications yearly. The Director is also responsible for all budgets and personnel in the Office of Admissions.

Qualifications:

Master's degree preferred, bachelor's degree required.
 At least one year of experience as the director of admissions and demonstrated leadership ability at a large university or three years of progressively responsible experience in an admissions office at a large university.
 Administrative experience with an on-line admissions systems.
 Demonstrated ability to work well with a wide range of people and commitment to Issues of diversity.
 Experience in the management of personnel and budgets.

mitment to issues of diversity.

Experience in the management of personnel and budgets.

Strong writing and analytical skills.

Strong commitment to minority recruitment.

Recellent public-relations and public-speaking skills.

Salary: Competitive, and commensurate with experience.

Starting Date: Approximately October 1, 1992. Applications and Nominations: Must be postmarked by May 22, 1992. Interested individuals should send letter of application documenting qualifications, résumé, and names and relephone numbers of three references to

> William R. Haid, Chair Director of Admissions Search University of Colorado at Boulder Campus Box 20 Boulder, CO 80309-0020

The University of Colorado at Boulder has a strong institutional commit-ment to the principle of diversity in all areas. In that spirit, we are particular-ly interested in receiving applications from a broad spectrum of people, including women, members of ethnic minorities, and disabled individuals.

# ASSOCIATE DIRECTOR OF HOUSING AND RESIDENCE LIFE



Muncie, Indiana

Responsible for management of residence ball and apartment life activities in the Department of Housing and Residence Life. Duties include supervising entire residence life and apartment professional staff, development of residence hall and apartment life programs, and participating in management of the entire department. Minimum Qualifications: Master's degree in student personnel, higher education, or related lield; at least 5 years' experience in Housing and Residence Life or Student Affairs at the Assistant Director level. A letter of application, résumé, placement credentials and three reference letters should be sent to:

Dr. John E. Collins
Director of Housing and Residence Life
LaFoliette Northeast Lower Level
Sall State University
Muncie, IN 47306-0825

Review of applications will begin immediatel and continue until the position is filled.

Ball State University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community.

years of full-time, paid teaching or closely related professional experience. Application deadling is May 8, 1992. For application and the provide innovative and energetic leading and the provide innovative and energy leading and the profession.

ilon and Information, contact Personnel Services, (801) 222-8000, extension 8207. UVCC is an accredited community college serving 9,000 students. AA/EOE. Mathematics: Assistant professor (entry level position) starting September, 1992. Responsibilities in general undergraduate mathematics, including introductory statistics. The successful applicant will demonstrate a dedication to superior feaching within the context of the liberal arts. Ph.D. required. AAEOB. Picage send letter of application, vius, transoripts, and at least three letters of reference to Christine Wilcox. Secretary to the Mathematics Search Committee, Hanover College, Hanover, Indiana 47243.

Mechanical Engineering Michigan Techno-logical University, Chair, Department of Mechanical Engineering and Engineering Mechanics Nominations and applications are invited for the position of Chair of the Mechanical Engineering and Busineering Mechanical Engineering and Engineering Mechanical Engineering Reid, have out-standing leadership abilities and have a re-cord of excellence in teaching, research and scholarly activities consistent with a

aushed engineering educator is acustu who can provide innovative and energetic leadership, be a skillful administrator and interact effectively with students. Faculty and administrators. The primary duties of the Chair incipale faculty recruitment and development, administration of departmental resources, course and curriculum development and development of influstrial/governmental relations and support. Michigan Technological University is a state institution dedicated to both teaching and research. The ME-SM Department has approximately 1150 undergraduate and 100 graduate students, and offers 8.5. M.S. and Fh.D. degrees. The Department has 47 faculty with academic and research interests in Energy Thermo-Fluids, Design and Dynamic Systems, Manufacturing and Industrial Engineerics and Solid Mechanics. The Department is housed within a modern 13 story building and has state-of-the-art is borntonies for teaching and research. The University, located on Lake Superior in the upper peninsula of Michigan, is an integral part of a consensal community offering cultural enrichment and an outstanding quality of life. The position will be available September 1, 1992. Applications, nominations, and inquires will be received in confidence, Review of applications is now underway, and the search will continue until the position is filled. Send a résumé and the

New York City Technical College

of Development

TECHNICAL COLLEGE FOUNDATION The City University of New York

The position reports to the president of the college and to the chairperson of the foundation. Salary is competitive.

**Executive Director** 

NEW YORK CITY

Applicants should be experienced in annual giving, special events, corporate and foundation relations, and major gifts Experience working with boards of directors is a plus. Applicants should have bachelor's degree, a minimum of five years fund-relating experience, strong fund-raising experience, strong managerial skills, and excellent communication and writing abilities The director is responsible for planning, implementing, and evaluating a comprehensive fund-relising program for New York City Technical College and its foundation

Sond letter, rásumó, selary history, selary requiremente, and writing semples to. Ms. O. Seunders, NYCT.C. Foundation; 300 Jay Sirácel, Room N308; Brocklyn, NY 11201. Apopt Nation deadline is Fri-day, May 8. EOE/AA.

RESEARCH ANALYST

This position provides technical, research, and statistical support for various institutional research projects. The individual works closely on marketing studies with the un-dergraduate admissions office. Must be able to design questionnaline, administer eurveys, conduct data analysis, and report survey results. The position requires etrong quan-titative and qualitative research aidite thative and qualitative research skills including multivariate statistics; expertise in the use of SPSS, spreadsheet, and graphics software for a PC; strong communication skills; Bachelor's degree in a related field; two years of experience; tamilarity with higher education issues. Please send 2 resurnes and 2 cover latters to Ms. Deanna Roberts, Human Resources, 189 Holland Street, Somerville, MA 02144.

#### V E S Assistant Director of **Computing and Network Services**

The Johns Hopkins University invites applications and numinations for the Assistant Director of Computing and Network Services (CNS) in the Laboratory for Applied Research in Academic Information, William H. Welch Medical Library of the Johns Hopkins Medical Institutions

The CNS group supports several international knowledge-management projects including the Genome Data Base, Library systems, as well as general academic computing services.

The successful candidate will have a record of leadership, significant experience in the administration of academic computer systems and an advanced degree (or equivalent experience) in computer science or related field. Experience with systems management in a heterogeneous hardware, operating system, and networking environment including Sun, DEC, and Data General is essential. Knowledge of local and wide-area networking is expected, familiarity with SYBASE is a plus.

Salary is negotiable and competitive. Send (via US mail or electronic mail) or fax letter of . application, résumé, and salary requirements to:

Administrative Manager Laboratory for Applied Research in Academic Information The Johns Hopkins University 1830 East Monument Street, Room 3012 Baltimore, MD 21205 Phone: (410) 955-9705 Fax: (410) 955-0054 E-mail (internet): glr@library.welch.jhu.edu

Deadline for applications is May 15, 1992. An Aftirmative Action, Equal Opportunity Employer.

#### DIRECTOR OF STUDENT **ACTIVITIES** AND ORIENTATION

York College of Pennsylvania

Responsible for planning and implementation of campus-wide programming, management of Student Union; supervision of desiral and student union; supervision of desiral and student salif, departuralistics, esudent government, student publications, campus activities board, Greek council; administration of new student/parent orientation, and its pear advising programs. Master's Degree in student personnel, counseling, or related field required. Experience in college student effals work preferred. Available Summer 1992 Starting salary compatitue; comprehensive banelits package. Application letter and resume by May 8, 1992 to Joseph F. Markets, Dean of Stadent Affairs, York College of Pannsylvania, York, PA 17405-7199. AA/EOE.

An Affirmative Action/Equal Opportunity Employer.

**DIRECTOR OF GIFT CLUBS AND REUNION GIVING** 

The Director will develop and implement fund-raising programs and strategies in the areas of reunion giving and Annual Fund gift clubs.

Applicants must have a thorough understanding of development processes involved in meeting annual goals. Position requires extensive travel.

Two to three years' experience in fund raising or related field is preferred with experience working with successful volunteer team. The position reports to the Director of the Annual Fund. Bachelor's degree required.

Interested candidates should send resume, with three references and

Nancy A. Poole, Cheir of the Search Committee Mary Beldwin College Staunton, Virginia 24401

Applications should be received by May 4, 1992.

Aftirmative Action, Equal Opportunity Employer

names, addresses and phone numbers of three references to; Professor C. E. Passevello, Chair Search Committee, ME-EM, Department, Michigan Technological University, 1400 Townsend Drive, Houghton, Michigan 4991-1295. Michigan Technological University, 1400 Townsend Drive, Houghton, Michigan 4991-1295. Michigan Technological University is an equal educational institution, equal opportunity employer.

Machanical Engineering: Department Head, Applications are invited for the position of Head of the Department of Mechanical Engineering at Virsials Polytechnic Institute and State University, a land-arant university located in southwestern Virginia with an earoliment of 21000 students. The College of Henineering earolis 5000 undergraduate and 1300 graduate students in ten departments. The Department has 40 full-time faculty positions, 750 undergraduate students accounting freedoms, and 90 graduate students excellent in excess of \$4,000,000. Candidatas must have an spinorities and wekeomes applications from an inportities and were an input and input and input and input and input and

# **CHILDCARE DIRECTOR**

Children's EduCare Center is a cooperative effort to meet the needs of families of I.P.F.W., Ivy Tech, F.W. State Developmental Center and Parkview Memorial Hospital. It is a new facility located in Fort-Wayne, indiana serving children from six weeks of age through twelve years and open Monday through Friday 6:00 a.m. to 12:30 a.m.

Inquire about a challenging opportunity as Director of the Children's EduCare Center. This position is responsible for supervision of staff, implementation of appropriate curriculum and management of annual budget, facility and equipment.

This position offers:

• a competitive salary
• an excellent benefit package

This position requires:

• a Master's degree in Early Childhood Education
• three years management experience in a child

experience with budgeting, financial planning

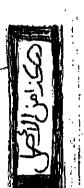
and staffing ratios

excellent verbal and written communication Please send your resume to pursue this opportunity to: Parkview Memorial Hospital, Employment Manager, 2200 Randallia Drive, Fort Wayne, IN 46005. EEO/AA.



Parkview Memorial Hospital

Mechanical Engineering Technology Mechanical Engineering Technology Department at Oregoo institute of Technology Department of Oregoo, and the Engineering Technology is currently searching for two faculty incurrently searching for the faculty searching in the positions are fixed-term (cligible for remaining organism on courses in two or more of the following areas: fluids, thermodynamics, heat transfer cases fluids and perfect cases and product residency training programs. In additional duties including candidates must have expertise and provoid capability in laboratory based research in a discipline relevant to both internal medicine and provoid capability in laboratory research. Last discipline relevant to both internal medicine and provoid capability in laboratory research. Last discipline relevant to both internal medicine and provoid capability in laboratory research. Last discipline relevant to both internal medicine and provoid capability in laboratory research. Last discipline relevant to both internal medicine and provoid capability in laboratory research. Last discipline relevant to both internal medicine and provoid capability in laboratory research. La



one varsity sport.

Diagnostic Instrumentation und Analysis Laboratory

#### ia MISSISSIPPI STATE UNIVERSITY

#### Marketing Development Officer

Mississippi State University is seeking a skilled individual to serve as Marketing Bevelopment Officer for the Diagnostic Justramentation and Analysis Laboratory (DIAL). This officer will report to the Director of DIAL which is one of MSU's most prestigious research laboratories. DIAL is an interdisciplinary group of engineers and scientists who have developed state-of-the-art optical, laser-based diagnostic instruments to measure critical combustion parameters in any type of harsh environments. The laboratory is undertaking two major initiatives: the construction of a new building and initiation of a cooperative venture with a major Department of Energy Laboratory.

Laboratory.
Cardidates for this full-time, twelve-month, professional position should have at least three years' experience in higher educational fund raising, or equivalent experience in sales, business, or related fields. The ideal candidate would also possess a background in an engineering or aclentific field. A bacculaurente degree is required. It is preferred that candidates have a proven revent of successful fund-mising experience in major communicate and possess adadniatrative leadership and public relations skills. Salary is commensurate with qualifications and experience.

Candidates must also have good communication and writing skills, and be

Mississippi State University, a land grant institution founded in 1878, is a member of the Southeastern Conference and is located in Starkville, Mississippi. MSU has an enrollment of over 14,000 students and is a major comprehensive research university. The University has over 800 faculty and annual hudget of over \$200 million.

Interested applicants should submit a letter of application, a copy of their resume, and a list of at least 3 references to:

Stave Shepatd, Director of DIAL. Mississippi State University P. O. Drawer MM Mississippi State, Mississippi 39762-5932

Applications will be accepted until the position is filled. The aelection process is expected to be completed by June 1, 1992, and assignment to begin on or before July 1, 1992.

Mississippi State University is on Equal Opportunity, Affirmative Action Employer

Rivier College, a four-year Calhalic, co-educational, liberalaris institution with a comprehensive student body of 2800 students, liwites applications for a Director of Development in the Director of Development with the responsible for planning, coadinating, implementing and expanding the College's fundating goals and objectives with an experienced Advancement team. The Director reports to the Vice President for Institutional Advancement.

Audined conditions will have a minimum of a Bachéfor's degree and 3 years experience in professional advancement. Proventevel of achievement in internal management of philanthropic programs and backglound in accounted and toundation relations essential. Preference will be given to candidates with specific experience in copial campaign, major gifts solicitation, and amount functaising. The ability to work independently and effectively with Trustee and Community teaders, donors, and other college constituents essential.

Review of applications will begin April 24, 1992 and continue until the position is filled.



Medicina: Assistant Professor (tenuma track), Division of Pulmomery and Critical Cara Medicine. Department of Medicine. University of Minusona. Our pengram features a strong research and clinical focus in the area of acute inua sinhur and him pransistantation. Opportunities exist for 2 candidates with research expertise in cellular and molecular biology, particularly for those empisated the cellular response to these sundor growth factor and extracellular matrix pratein biology, in addition, clinical expertise in sente luna (tupry, cepts, and him transplantation are pecasary and qualifacts about be certified by the American Board of international Medicine in both Pulmostary and Critical Care. Duties for these 100 percent time, teaper-track posting and patient care in addition to maintaining an active research program. Qualifications: 3 year residency in Internal Medicine plus minuture of 1 years post-residency fellowship in Pulmopary and Critical Care Medicine, identificating typeloguement (a research, Applications (in-chaling surregium villas and a entimuse of articular curregium villas and a entimuse of articular curregium villas and a entimuse of toyolyament la research. Applications (na-chuding curriculum vitas and a minimum of three letters of recommendation) about he sent to; Peter Bilterman, M.D., Folmonary and Critical Cure Division, Box 132 "MHC, 420 Dolaware Street, S.E., Minne-apolis, Minnesota 53455. Last day for re-ceipt of applications is June 1, 1922, The University of Minnesota is an Equal Op-portunity Bucator and Employer,

Medicine/Nephrology: The Division of Menhaniosy. Johns Hopkins School of Medicine seeks apolications for a full time position at the Assistant Professor level (tenure track). Primary responsibilities are 1) configure on-poins research efforts focused on regulation of espolyte (tenure, procured on regulation of espolyte (tenures, 2). Bigleslop independent research in molecular and collular physiology related to the idency, and 3) leach medical students and fellows busic science related to Nephrology. Applicant should have M.D. or Ph.D., at

beast 3 years of basic research experience and should be familiar with molecular blo-logical techniques including genomic and CDNA donling, mRNA analysis, expression of mRNA in cocytes, and transfection of cloned DNA as well as techniques for studying cell physiology. Send letters of application, curriculum vites, and names and addresses of references to: Dr. Joseph Handler, Director, Division of Nephrology, Johns Hopkins University, 9 South Rose Euliking, 720 Rusland Avenue, Bultimorer, Maryland 2125. The Johns Hopkins University is an equal opportunity symployer.

Mental Health: University of New Hamp-shire, Durhum, New Hampshire. Director, Center for Messai libreas Studies. The Uni-versity of New Hampshire seeks a Director for a newly created Center for Mental Bi-ness Studies. The mission of the Center is to improve knowledge, policy, and oracites related to the economic and accini particle pation of Dersons with new Accini particle. related to the economic and social penticipation of persons with paychiatric disabilities. The Center will provide a blend of seadernic pregram development and rolley research that will like the expentee within the University with the needs of the community, sate and federal agencies. The Center a goal is to increme the shifty of the State of Now Hampshire to foster integration of persons with psychiatric disabilities into New Hampshire communities. This is a three year great inputed son-tenurs track faculty position with the expectation of constinuation. Three broad areas of interest will define the work of the institute: I) Academic Programs Development, Consultation and Training; 29 Applied Research and Developments. S) Posicy Analysis. Minimum Qualifications: Doctoral degree in a relevant Seld with a naychiatric disabilities specialization referred. At lens! 3 years axperience in the Mental Health field, including the provision of direct service, university teaching analog program management. Demonstrated at 1884.

## Director of Corporate and **Foundation Relations**

\*

#### Indiana University School of Medicine

Indiana University Foundation invites applications for the position of Director of Corporate and Foundation Relations—IU School of Medicine. This position: reports to the Director, Capital Campaign, IU School of Medicine; coordinates activities with the Director of Corporate and Foundation Relations, IU Foundation; and will be based in Indianapolis.

**Oualifications** Minimum of five years' corporate and/or toundation development experience and a bachelor's degree required. Capital campaign experience in a large university or medical center highly destrable. Specific Responsibilities

 Develop funding strategies for high priority capital and endowment needs of the School of Medicine. 2. Make presentations to corporate and foundation officers, both locally and

3. Develop written proposals in collaboration with physicians and research-

**Application Process** 

Submit letter of application, résumé, and three references prior to April 20, 1992. Send to:

Mrs. Sharon White Director, Human Resources Indiana University Foundation Post Office Box 500 rington, Indiana 47402

FEO/AA

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

## **CARS Information Systems REGIONAL SALES MANAGER**

CARS Information System Corporation supplies administrative soft-ware to colleges and universities to assist in admissions, financial aid, registration, student affairs, alumni/development, and business office functions. CARS offers the most advanced technology available in ad-ministrative computer systems for higher education.

Due to expanding demand and opportunities, we are seeking individuals experienced in higher education administration to utilize their talents in consultative selling.

RESPONSIBILITIES: You will assist clients in solving administrative problems. Coordination of all sales activity in a geographic region, from lead generation through closure, goel setting, budget management, sominar planning, and staff management.

QUALIFICATIONS: Position requires a Bachelor's degree, five years in college or university administration, proven management experience and availability to travel. Strong listening and communications skills are required. An advanced degree will also be a strong positive factor. Submit latter of application and résumé by April 21st to:

J. Rogers O'Neill Director of Sales CARS Information System Corporation 4000 Executive Park Drive Cincinnall, OH 45241 (513) 563-4542



#### **BOWLING GREEN** STATE UNIVERSITY

**Assistant Director of** Small Group Housing and Greck Life

Responsibilities: Selection, training and supervision of House Directors who are graduate assistants for 15 campus small group living units, coordinator of the operation and programming for the living units, advisor to interfraternity Council, lialson with Panhellenic Council, selected assigned tasks essential to the operation of the Office of Small Group Housing and Greek Life. The Assistant Director resides in one small group living unit and is responsible for the management and programming of that unit. Qualifications: Master's degree with full-time residence management experience. Fraternity/Sorority affiliation preferred. Starting date is, July 14, 1992. Remuneration: The salary for a 10-month appointment is \$18,500 plus a furnished apartment, meals and University benefits. A variety of summer appointments is available with an additional cash salary. Send letter of application, résumé and the names, addresses and telephone numbers of three references to Wayne S. Colvin, Director of Small Group Housing and Greek Life, 425 Student Services Building, Bowling Green State University, Bowling Green, OH 43403. Bowling Green State University is an Affirmative Action, Equal Opportunity Educator and Employer.

and research oriented organization and to secure federal, state, and private funding. Thorough understanding of the federal and collections for the Arthur M. Thorough understanding of the federal and collections for the Arthur M. Seckier Callery and the Freer Collery of disabled individuals, including knowledge of current service and support trends, incertains to the federal civil geometric service and support trends, incurrent was probable for the search and the Freederal civil service with a salary range of \$77,080 to \$112,100 per annum. The incumbent is responsible for the management of museum ability to work collaboratively with both university and government agencies as well as restated constituenties such as advocany organizations, consumer and perent groups, as well as local services providers. Experience and expertise needed to establish interdisciplinary research end training projects within the University. Application review will begin lively as a service of the properties of the programment of the will be given by the properties of the pro

sponsible for the management of museum programs related to scholarly research, as well as curnorial affairs including colicutions management, acquisitions planning, conservation, and publications. Although each museum has its own collection, both are devoted to the acquisition, study, conservation, interpretation and exhibition of Atian at the Freer Callery size includes a collection of American art. Candidates must have proven managerial and adminituative ability; scholarly atteinment in the field of Asian art or art blatory with knowledge of an Asian language; and demonstrated ability to organize and develop museum collections and exhibitions of Asian art. Call (202) 287-2912 (ppr 24-hourtouchtome activated sationated line), and request Vacancy Americandellies, and request Vacancy Americanted Lake (202) 157-4880, extension 206. Deadline for application is day 15, 1892. The Smithsonian Institution is an Equal Opportunity, Affernative Action Employer,

# **CONTROLLER** Immediate Opening

Applications and nominations are invited for an immediate opening for the position of Controller to manage and direct all institution accounting functions and practices, including fiscal reporting, internal nuditing, grants and contracts, cost accounting, budgetery controls and cash management. Supervises a professional and support staff of 30 people. Peports

The institution is a private, non-profit research and educational organization, with an \$85 million operating budget, receiving some \$84 million annually in federally-sponsored support, with 1000 scientific, technical and support personnel, and second and support personnel.

QUALIFICATIONS: Candidates should have professional training in accounting with at least 8 to 10 years directly related as perience with accounting systems and business principles and demonstrated knowledge of financial reporting techniques, particularly related to tederal/state reporting requirements. Elfective communications, organizational and supervisory skills essential. Experience in the non-profit sector preferred.

APPLICATION PROCESS: Letter of application, current to aume and list of three references with addrasses and phone numbers to:

Lawrence R. Ladd Associate Director for Institution Operations



**WOODS HOLE OCEANOGRAPHIC** INSTITUTION

Box 54PAA Woods Hole, MA 02543 An equal opportunity/affirmative action employer MIFIDIV

#### DIRECTOR

#### **CENTER FOR COUNSELING** AND LIFESTYLE EDUCATION

The University of Hartford seeks an individual to assume responsibility for administration of the center, counseling students, making relevals as needed, leadership in education and outreach programs

Qualifications include earned doctorate in psychology, counseling or appro-priate mental health field with tive years' effective psychological counseling experience with a college-age population in a college-setting. Cood admini-trative and supervisity skills.

The University offers a full benefit package including tuition remission for

Send 2 copies of résumé, cover fetter, three references, and salary requirements on or by April 24 to:

Mark Borzi Human Resunces Development



– 200 Bloomfield Ave. West Hariford, CT 06117

An Liqual Opply Employer

Music: Assistant Professor of Music, tenura-track, beginning August 1992. Direct
concert and show/azz choirs; dependent
on candidate's attempthy, duties may also
include: teaching class planu, music appreciation, music theoryletectronic studio, interdisciplinary arts, directing musicals. Record of teaching excellence and MM required, doctorate preferred. Music program has two full-time faculty positions,
offers minor in music, sponsors well-supported performing groups. Salary range:
323,000-326,000. We are actively seeking
minority candidates. Send letter of application, graduate transcripts (copies), resume,
ietters from three references, manes and
phone numbers of al least three additional
references (to tapes), to: Dr. ituah Nichols, Dean of Arts and Sciences. LewisClark State College, Lewiston, idahu
82501. Application screening begins April
30, position will remain open until filled.
AA/EOE.

conversion to tenure track status sought but not susmanteed. Soprano or mezzo-soprano to teach studio voice; competent and activa recitalist; tench 6-9 senester hours in music education methods (elementary preferred), voice class, slah; singin/earitalning, and/or fundamentals of music; gossible choral direction; suricipation in departmental, divisional, and university committees. Required: Experience as solocistic experience as suticipation to departmental, divisional, and university committees. Required: Experience as solocistic experience as autidio voice teacher; muster a degree in music and course work toward terminal degree completed; teaching certificate and classroom experience in music. Preferred: D.M.A. or Ed. D.; experience in elementary music education; experience teaching class works; ear-training/slah-singing, and fundamentals of music; keyboard ability; each exceed ability; each experience as choral conductor. Salary range: \$19,000-\$26,000, depending on qualifications and experience. Stater mid-August, 1992. Deadling: Screening begins immediately and continues until position is filled. Send letter of application, vita, and three recent letters of reference to: Dr. Robott Olson, Chair, Choral Search Committee, Division of Flac Arts, Box 5691, NDSU, Farso, North Dakota \$8105-

5691. NDSU is an Equal Opportunity Employer.

ployer.

Music: Assistant Professor of Music, ito user-track position starting August 1992. To teach K-12 chard music education methods with special emphasis in demensional music decluding the proaches of Orff. Kodaly, and Dakorakitere as department laison with the state education department and Liacola Public Schools; develop professional music education appearant and supervision. Additional instructional duties will be selected from such courses as choral empending from such courses as choral empended, pinal instructional duties will be selected from such courses as choral empended, pinal voice, music theate, opera workshop, music history, mainter, class plano, and/or music history, mainter, class plano, and/or music history, mainter demonstrations to clotrate preferred; demonstrations to clotrate preferred; demonstrations of correct preferred; demonstrations of the contraction of correct preferred; demonstrations of the contraction of order and for Kodaly craftications. Send letter of application and ving a university credenical file; upto date man completion of Orif and/or kodaly cruittions. Send letter of application and via;
university credential file; unto date mascript; names, addresses and despone
numbers of three references. De tot uni
numbers of three references. De tot uni
numbers for three references. De tot uni
numbers to: Dr. Stephen P. Melrash
westeyan University, 5000 Sain Paul Avwesteyan University, 5000 Sain Paul Avwesteyan University, 5000 Sain Paul Avnue. Lincola, Nebraska 68504-2796, 404
465-2269. Cumplete applications and
continue until the vacancy is filed 506.
continue until the vacancy is filed 506.
applications from women and monther
encouraged.

**BULLETIN BOARD: Positions available** 

## CARLETON COLLEGE

#### Assistant Director/ Office of Multicultural Affairs

Carleton College is currently seeking an Assistant Director/Office of Multi-cultural Affairs with a residential life co-assignment. This is an entry level student academic support position. The successful candidate must be compe-tent in cross-cultural counseling, minority student development theory, workshops design, leadership training and/or intercultural communication. Experience in student needs assessment, especially in the area of educational goals, academic skills and personal development, is also necessary. Respon-sibilities will include advising/counseling multicultural and first generation students; maintaining a relationship with faculty advisors and counseling and residential stuffs; planning programs and implementing services designed to improve the quality of life and increase relention; and serving as a resource person/advisor to multicultural student organizations. The Assistant Director will also serve as a head resident in the College's residence halls. As a Residence Hall Director in a co-ed building of 100-200, the director is

As a Residence Hall Director in a co-od building of 100-200, the director is involved with the selection, training, and supervision of hall staff; is expected to chair one or more of the Residential Life Committees (Alcohol; Civility; History and Traditions; Sexual Harassment Education; Risk Manugement: Leeblan, Gay and Bisexual Issues; Multicultural Issues); and works closely with the Dean of Students Office on a variety of residential programs. Requirements include: Master's degree in student personnel services, psychology or education preferred; experience with independent higher education programming; advising/counseling multicultural students; excellent interpersonal and communication skills; cooperative spirit; sound judgment;

nigh energy level. Evidence of interest in and/or prior involvement in student personnel administration is necessary; familiarity with a liberal arts setting; and an ability to work independently on several tasks concurrently are desirable.

Ten month position, competitive salary, full benefits, furnished apartment (12 months) and board. The starting date is August 15, 1992. The closing date for applications is May 15, 1992. Please send letter of application, current résumé, and three letters of recommendation to:

Office of Multicultural Affairs Carleton College One North College Street Northfield, MN 55057 ATTN: Muriel Grimmett, Director

Carleton College is a highly selective, coeducational, residential, nonsecturion liberal arts college with 1,850 students and approximately 200 faculty, located 45 miles south of Minneapolis and St. Paul.

#### DIRECTOR OF RESIDENCE LIFE

Saint Mary's College of Minnesola, a four-year Catholic liberal arts institution Saint Mary's College of Minnesota, a four-year Catholic fiberal arts institution, located in Winona, Minnesota, seeks an experienced director to manage all aspects of a residential life program on a traditional campus with 1200 students. The director is a tive-in position, with considerable right and weakend responsibilities. Reporting to the Dean of Students, the Director of Residence Life will be accountable for the following lover-all administration of the residence life program for 15 residential communities, selection, training and supervision of hall directors and resident advisors, programming for activities and aducational forums that facilitate human development religiting the philosophy of the college; and coordination with other student development offices, maintenance, and security

OUALIFICATIONS The position requires an individual who is highly organized and familiar with the developmental needs of college age students. 3 to 5 years administrative experience in residence life is required, preferably in a private, residential liberal arts institution. Experience with management information systems and word processing destrable Master's Degree in educational administration, student development, counseling or related-field required.

STARTING DATE: July 1, 1992. (12-month, live-in position)

SALARY: Competitive, furnished apartment and attractive benefits package.

interested candidates are invited to submit a letter of application, resume. and the names, addresses and phone numbers of live professional references to: Sharyn Goo, Dean of Students, Saint Mary's College of Minnesote. Campus Box 45, Winona MN, 55987-1399, Review of applications will begin April 15, 1992 and will continue until position is filled. AA/EOE

> SAINT MARY'S COLLEGE OFIMINNESOTA

ability and experience in accompanying. Assistant Professor; tenure-track, salary competitive, The Department of Music, within the College of Liberal Arts, has fitteen full-time and fifteen part-time faculty. A full member of the National Association of Schools of Music, the department offers the Bachelor of Arts degree, the Bachelor of Music degree in Education, Performance, Music History, Composition, Theory and Literature, and the Master of Music in Music Refugeling. and Literature, and the Master of Music in Music Education. The department is housed in the Creative Arts center, which includes a new 9.1 million addition. The university, founded in 1994, is located ten miles east of Dayton, Ohlo and has a student population of 19,000. Candidates should subpilt a letter of application, an audio to the official transcripts and three current letters of recommendation. Deadline for all application materials is May 1, 1992. Send all correspondence to: J. Alan Whiston, Chair, Department of Music, Wright State University, M153 Creative Arts Center, Dayton, Ohlo 45455. Wright State University is an equal opportunity, affirmative action employer.

Music: Music Appreciation/Theory tenure-track position starting August 26, 1992. Earned doctorate in Musicology or Theory Composition preferred. Proven record of highly successful (eaching in music appre-ciation. Preferrence shown to candidates

with experience or expertise in World Musics and Music Theory and/or Jazz Studies/ Electronic Music, Screening begins April 21. Sand letter of application, curriculum vitae, and three reference letters to: Roger Collina, Chair, Search Committee, Department of Music, Western Dilaoks University, Macomb, Illiaoks 61453. Will is an Equal Opportunity, Affirmative Action Employer.

Employer.

Musici Musici Plano Itenure track). Salary:
Open, depending upon qualifications and
experience. Rank: Oren, depending upon
qualifications and experience. Starting
dete: August 27, 1992. Responsibilities:
Teach private attacles and class plano to undergraduate students. Supervise student
accompanists and teach psano pedagosy.
Ability to teach introductory course in music literature or fundamentals of music.
Qualifications: Doctorate preferred. Outstanding performance and teaching ability.
Commitment and ability to recruit suddents. Strong accompanying skills necessary. Williagness to perticipate in an interdisciplinary team-teaching environment.
The University: The University of Science
and Arts of Oktahoma has a special mission
at the only public liberal erts institution of
higher education in the state. Approximately
y 1500 students enroll each Full teamster.
The Department of Music is accredited by
the National Association of Schools of Musia and has a full-time facality of four and a
part-time facality of five. The Institution of-

#### DIRECTOR

#### **CENTER FOR DEWEY STUDIES**

Southern illinois University at Carbondale is seeking a Director of the Center for Dewey Studies, a 12-month, full-time position at the academic rank of associate professor or professor.

Under the direction of the Dean of Library Affairs, the Director will serve as General Editor of the NEH project "The Letters of John Dewey"; conduct and supervise research in Dewey studies and American philosophy; seek funding for Dewey Center activities not supported by SIUC; supervise research and editorial work on Dewey Center publishing projects; acquire original materials and grant publishing permission in conjunction with Library Affairs Special Collections and SIU Press; and represent the Dewey Center in Italison with SIUC departments, the John Dewey Foundation, the academic community and other appropriate organizations.

Minimum qualifications include an earned doctorate in philosophy or other relevant discipline; appropriate editorial and publishing experience for appointment as General Editor; at least five years' experience in research and publication in American philosophy, philosophy of education. American studies. American intellectual history, or other relevant discipline; record of active service in professional organizations; and expenence and research record commensurate with faculty appointment at the rank of associate professor.

Salary will be commensurate with experience and qualifications Position is available from July 1, 1992. Applications will close no earlier than May 1, 1992. Please send letter of interest, resume, and the names of three professional references to:

Mark Watton, Assistant to the Dean of Library Affairs Southern Illinois University at Carbondale Carbondale, IL 62901 (618) 453-2522; fax (618) 453-8109

Southern Illinois University is an equal opportunity, affirmative action educator and employer.

## PROGRAM ADVISOR Indiana Memorial Union

Indiana University

The Indiana Memorial Union Invites applications for the position of Program Advisor with the Indian Memorial Union Board of Directors. The Indiana Memorial Union is a complete college union serving the needs of the Bloomington campus community of Indiana University. The position reports to the Assistant Director for Program Services and is a twelve month, administrative

appointment.

Job Summary: Responsible for advisement of assigned Union Board Directors, their program areas and committee volunteers. Plans leadership retreats, classes and seminars for students involved in the organization. Assesses student developmental needs and implements action steps to allow maximum growth in students assigned. Is considered a program resource person to program areas of the Board.

Qualifications: Masier's Degree in College Student Personnel or related field is preferred, Bachelor's Degree is required. A strong background in college unions, student activities, and programming is desirable. Must be leaxible, a good communication, work well with college students, and be able to articulate and implement the "College Union Idea" in a major university

Salary: \$21,000.00 Starting Date: June 15, 1992 Application Process: Applications should include a letter of interest, resume, and three letters of reference. Letters of application must be postmerked by April 24, 1992. To apply, send materials to: Mr. Rich Macek
Human Resources Management
400 E. 7th Street
Indiana University
Bloomington, IN 47405



#### RESIDENCE HALL DIRECTOR(S)

Bradford College seeks two Residence Hall Directors (10-month & 12-month appointments). The College is an independent, conducational liberal arts college of 500 students, located 35 miles northeast of Boston, Massachusetts. Committed professionals desiring to become part of an exciting and developing residence life program should apply.

Implement a student and community development program in a residence hall/ area, training and supervision of the staff, program planning, resolution of disci-plinary matters and building management. Collateral assignment in another Stu-dent Alfairs area will be expected.

Strong interpersonal, supervisory and organizational skills are estential, sense of humor and tolerance for ambiguary helpful. Demonstrated commitment to working with a diverse student body. Master's in student personnel or related field

preterred.

The salary range is \$15,000-817,500 and includes a furnished spartment, board plan while school is in session, and a comprehensive benefits package. Start date: July 1 (12-month) or August 1 (10-month).

Submit cover letter, rétumé, and three letters of reference to: Mrs. Diane Brown, Secretary to the Search Committee, Bradford College, 320 South Main Street, Bradford, MA 01835. Applications reviewed until positions are fulled. An equal opportunity employer seeking qualified minority applicants.

fers the Bachelor of Arts degree in Performance and the Bachelor of Arts degree in Music Education. Sand letter of application, curiculum vites, at least three (3) letters of recommendation and transcripts by 4:00 p.m., May 6, 1992, to Dr. Rollin D. Reimer, Vice Frasident for Administrative Affairs, University of Science and Arts of Oklahoms, Box 25/34 Chickashs, Oklahoms, Oklahoms 73018-0001. AA/EOB.

Munici Asalistani Professor of Music and Director of Bands. Tenure-track position. Directing includes Marching/Symphonic Bands; Jazz Ensemble; Small Ensemble. Teaching Includes conduction, instrumental methods, secondary school methods, orchestration and applied music. High school experience is valuable; instrumental skills needed (brass preferred). Send vita and references by April 20, 1992 to Rocky Mountain College. Attention: Personnel.

AAEOR.

Native American Student Affairs; Coordinator of Native American and Minority Student Program. (Amicipated Openina-ulty 1, 1992). Fostion serves a mipority student population that is largely Native American incruent advising, counseling, recruitment, retention, and cultural awareness activities. Lewis-Clark State College is located between the Nez Perce and Coour d'Alene reservations. Bachelor's degree required, Master's in counseling, College Student Development or other appropriate disciplines preferred. Experience in higher education atudent services destrable. To copply, send Letter of spellcation, resumé and the namen, addresses and phone numbers of three (3) poferences no facter than April 10, 1992, to Dr. Wayoe Brown. 69 Personnel/Affirmstive Action Office, Lewis-Ctark

#### MIT

#### DIRECTOR OF ATHLETICS

MIT invites nominations and applications for the position of Director of Athletics.

The Department of Athletics has responsibility for the divisions of physical education; intercollegiate athletics for men and for women; intramural and club sports; and ecreation. Each division, coordinated or supervised by a

member of the department, is responsible to the Director. MIT's intercollegiate program is one of the broadest in the nation with 39 varsity teams - 24 for men and 15 for women (NCAA, Division III). The program emphasizes participation with up to 20 percent of undergraduates participating in at least

The physical education program, required for all undergraduates and optional for graduate students, ensures nstruction in life-long sports and recreational interests. tramural programs (20) and club sports (37) regularly attract n excess of two-thirds of the student population of 4,300 undergraduates and 5,200 graduates. In addition, the athletic program provides recreational opportunities for faculty, staff, and alumni during periods not in conflict with student rograms. Faculty and staff are also eligible to participate in

club and intramural sports. The athletic complex of nine buildings and 26 acres of playing fields centered on the residential campus includes indoor facilities for tennis, swimming, track, and many winter sports; a sailing pavilion and boathouse on the Charles River; a major

nts center and ice rink. The department is supported by MIT's academic budget. Outsifications: Professional stature and extensive experience a athletic administration. Demonstrated leadership and eanizational skills: ability to interact with different

he interests of students. Appointment and Salary: Appointment effective Septembe 1, 1992. Salary commensurate with qualifications and

ituencies; commitment to diversity, to education, and to

Send nominations and letters of application (accompanied by urriculum vitae and names of current references) to: Professor Thomas J. Allen Chair, Advisory Committee on the Search Massachusetts Institute of Technology 77 Massachusetts Avenue, Room 7-203

> MLT is an equal opportunity/alliterative action employer and a nonamodulus environment. Massachusetts

Institute of Technology

Cambridge, Massachusetta 02139

# THE COLLEGE OF ST. SCHOLASTICA

## Registrar

Responsible for academic records, interpretation of academic policy, class schedules, registration, transcript evaluation, verification of official enrollment, compilation of student directory, and statistical reports. Master's degree with five years' experience in records or related areas preferred. Extensive understanding of computer assisted systems required. Ability to commutational transcript and in writing necessary. Send letter of application, resurfal and three references to: Personnel Office, College of St. Scholastica, 1200 Kenwood Avenue, Duluth, MN 55811.

The College of St. Scholastica is a small coeducational, Benedictine college (1,950 traditional and non-traditional students) which seeks to integrate liberal learning with professional preparation. The College offers both graduate and undergraduate programs. Located on the shores of Lake Superior, Dutth, Minnesota serves as a regional medical and retail center and is located in one of the michwest's most beautiful vacation areas. This College is an affirmative action, equal opportunity employer.

itate College, 6th Avenue and 6th Street, for employment under the Immigration Re-ewiston, Idaho 83501. An AA/EO om- form and Control Act of 1986.

Nursing: Assistant/Associate Professor of Nursing: The Medical University of South Nursing, PCN: 300855/300835. Medical Surgical Nursing and Partity Nurse Practicioner. Thi-partite full-time, permanent, itemure-track, 9-months. Location: School of Nursing statement Medical School of Nursing Research is in a judge academic for Nursing Research in the State of Nursing Research is in a judge academic for Nursing Research in the State of Nu teaure-track, 9-months. Location: School of Nursing and Health Schooles, University of Alaska, Anchoringe, Salay: DOE, Starding Date: August 1992. Qualifications: Matter's degree in mursing and RN license in Alaska required. Earned doctorate, or significant prosens toward the doctorate, in nursing or related field preferred. Responsibilities: Teaching in areas of medicul-surpical mursing and/or Family Nurse Practitioner Program. Research and Public Service. Classroom and clinical instruction. Inguiries: Dr. Laure W. MacLachian, Dean, Scilpool of Nursing and Health Sciences; (907) 786-1272. Closian Date: Review of applicants will begin April 9, 1992 and continue until the position is filled. Application Procedure; Submit letter of interest (please note PCN), curriculum vitse, graduate transcripts, and three letters of reference to: Personnel Services Office, University of Alaska, Anchorase, 3800 Liniversity of Alaska, Anchorase, 3800 Liniversity Lake Drive, Anchorase, 3800 Liniversity and Busharion. Must be etable demic health actence center in Charleston, South Carolina. Applicants must be an RN with an earned Doctorate and significant research experience and record of publications. Send vitue to Nancee Suced. Ph.D., Chair-Saucch Committee, College of Nating, Medical University of South Carolina. 171 Ashley Avesue, Charleston, South Carolina 29425.

Narsing: Pull-time, tonure-track faculty positions in Psychology-Menual Health, adult health available in Ni.N-accredited baccalmareate and associate degree programs available in August, 1992. Master's in Nursins with a clinical emphasis area required. Doctoral degree preferred. Agademic rank and sulary commensurate with experiences and academic preparation. Send résumé or cell collect Dr. Elletia Tledt, Ph.D. R.N., Chair, Department of Nursing, Lamar University, P. O. Box 10081, Beattmont, Texas 77710; 409-890-8817.



# **ECKERD COLLEGE** ST. PETERSBURG, FLORIDA

## DIRECTOR OF INSTITUTIONAL RESEARCH AND PLANNING

Description: The Director of Institutional Research and Planning reports to the President and is responsible for the Institutional Research Program of Eckerd College and for staffing and coordinating all long range planning of the College. The position involves assignments related to key aspects of the operation of the College, including:

l. continuous avaluation of the impact of Eckerd College and its programs on students as a basis for setting priorities for educational program development and research, and for conducting related studies;

 coordination of all institutional research and long range planning at Eckerd College; 3. assurance of compliance with SACS Section III: Institutional Effectiveness of the Accreditation Standards;

4. communication of current developments in higher education as background for Eckerd College program evaluation and innova-

tion;

5. development of proposals and position papers as stimulus for discussion of Eckord College's purposes, educational assumptions and principles, and program offectiveness, and to stimulate proposals for educational experimentation;

possis for educational experimentation;
6. maintenance of comparative data on selected peer institutions and longitudinal data for Eckerd College for use in planning;
7. work on special assignments of value to the College.
Qualifications: Ph.D. preferred, with expertise in the psychology of learning, human development, educational research, plus evidence of understanding the functioning of a liberal arts college. Eckerd College, located in St. Patersburg, Florida, is a selective private, liberal arts college with 1,350 undergraduate residential students, and ever 1,000 adult part-time students. Eighty-eight full time faculty numbers deliver a comprehensive curriculum including general education requirements. The college is related by covenant to the Presbyterian Church.

The application dendling is May 15 for position starting August 1

The application dendline is May 15 for position starting August 1, 1992. Salary is competitive and commensurate with experience, and includes excellent benefits. Nominations are welcome. Applications including a letter of application, curriculum vitae, and three current letters of reference should be directed to:

Joan Fry, Executive Assistant to the President Eckerd College 4200 54th Avenue South St. Petersburg, Florida 33711 **Equal Opportunity Employer** 

# VIRGINIA COMMONWEALTH

UNIVERSITY Assistant Director of Financial Aid Counseling Services

The Assistant Director is responsible for the daily operations of the Academic Campus Financial Aid Counseling Canter. Responsibilities include the counseling of students and problem resolution, supervision of counseling services and VCU departmental liaisons, application review, need analysis and policy and procedure recommendations, and serves as a member of departmental management team.

Outside and the Academic Services

Qualifications: Master's degree required in student personnel or related field. A background reflecting a sensitivity to student concerns and needs, therough intowiedge of financial aid issues and regularions, supervisory experience, profit lency with on-line financial aid systems, and demonstrated written, oral, and interpersonal communication skifts are desired. A minimum of two years of current financial aid experience in a professional level position is preferred.

Selary range: \$25,000 to \$27,000 (anticipated). Applications must be received by May 9, 1992. A letter of interest, resumé and the names, addresses and telephone numbers of three references must be submitted to:

Ms. Joyce A. Wildns
Financial Aid Search Committee
Virginia Commonwealth University
901 W. Franklin Street, Box 3026
Richmond, VA 23284-3026

VCU is an Equal Opportunity, Affirmative Action Employer, Women and minorities are encouraged to apply.

Nursing Access the Pacific Northwest by joiding dynamic team of qursing professionals providing education in an NLN-acceptance of mursing Applicationals are welcome for baccalaryease positions are welcome for baccalaryease positions are welcome for baccalaryease positions, Doctorate preferred, Mester is in Nursing required. Current clinical experience in care of experience required condine April 1. 1992, or until filled. Sakry and sake connects in care of experience required beauting medical-acceptance and acceptance of Nursing Rolles State University, Hoise, Idaho 23725; (208) 385-3900, EO/AA institution.

Nursing: Adult Health Nursing faculty po-altion. The Department of Adult Health Nursing, College of Health Sciences, Geor-sin State University, has a full-time Li-month tenure track faculty position avail-able, beginning September 1; 1972. The School of Nursing Offers BS, MS and dec-toral degrees. Mislanum requirements for all applicants include both master's and doctoral degrees in Nursing. Rank and sala-ry are negotiable, but will be commensu-

Nursing University of North Florida, Jacksonville, Florida, Nursing faculty, Tenare
earning Professor in Community Health in
MLN accredited BSN Program. Master a
degree in Community Health Nursing required, Doctorate preferred, Clasing date;
May 15, 1992. BOB. Sand vita to: Carol
Addins, Chairpeaco, Search Committee,
Buiff Road, South, Jacksonville, Florida
32216.

DIRECTOR OF **INSTITUTIONAL RESEARCH** 

The University of Alabama

The Director is responsible for the development and dissemination of institutional research, policy analysis, and analytical studies pertaining to enrollment, academic programs, finance, facilities, faculty, and other personnel. The Director coordinates reports to various state, regional, and federal agencies. The Director reports to the Provost and works with other University offices to assist in the preparation of major studies or reports and responds to requests for information to support the administration in carrying out the mission of the institution.

A master's degree in a field emphasizing quantitative and/or analytical skills is required; an earned doctorate is preferred. Five years of experience with increasing responsibilities that demonstrate administrative analysis and research skills are necessary for this position. Comprehensive knowledge of micro and mainframe computers in a variety of administrative and research applications, including statistical analysis, research design, and database management systems is required.

The University of Alabama, a doctoral research university with an enrollment of over 19,000 students, offers undergraduate and advanced degrees in a wide range of fields.

The position will be open until filled, with screening of applications to start on May 1. The successful candidate will be expected to assume the position by September 1, 1992. Nominations and applications are invited. Applicants should submit a letter of application, a current résumé, and a list of three references with addresses and telephone numbers to:

Ms. Hannelore Delbridge Chair, Search Committee The University of Alabama P. O. Box 870166 Tuscaloosa, AL 35487-0166

THE UNIVERSITY OF ALABAMA IS AN AFFIRMATIVE ACTION.

EQUAL OPPORTUNITY EMPLOYER

Sam Houston State University, with 96 undergraduate, 79 graduate, and one doctoral program, is the 10th largest state-assisted institution of higher education in Texas. Approximately 13,000 students and 450 full and part-time faculty enjoy the advantages of picturesque Huntsville, Texas (rated as one of the best small cities in Americal, and close proximity to the Houston metropiex, 60 miles south of campus.

The Department of Residence Life is committed to the education and development of our diverse resident population of 3,300. The Residence Hall Director position includes responsibility for the operation and administration of a residence hall or complex of buildings composed of 220-500 residents, staffed by 4-9 Resident Assistants and/or desk workers. Duties include advisement of hall council, coordination of programming, counseling/referral, sponsibility. Compensation is \$13,980-\$15,480 for a 12-month appointment, furtil meal plan during long sumusions and an excellent benefits package.

Applications will be accepted until all positions are filled. To hegin the application process, applicants should send a letter of inquiry, résumé and names of three references to:

Department of Human Resources Sam Houston State University P. O. Box 2356 Huntsville, TX 77341-2356

Sam Houston State University is an Equal Opportunity, Affirmative Action Institution

DIRECTOR OF

MANAGEMENT INFORMATION SYSTEM

Stillman College is recruling an MIS Director to develop, administer, and coordinate a campus-wide computer center. The ideal applicant will demonstrate managerial experience, extensive knowledge of DEC computer systems, microcomputers, and computer applications in higher education. Minimal qualifications include a master's degree in computer science or mathematics, or in educational administration with a concentration in computer science, and four years' MIS-related experience. Applicants with baccalaureate degrees with extensive additional training and experience will be considered.

Send letter of application, résumé, official transcripts, and three letters of recommendation by April 24, 1992 to:

Ms. Brenda Weaver Department of Mathematics Stillman College Box 1430 Tuscaloosa, AL 35403

Stillman College is an BO/AAB

Sam Houston State University

Department of Residence Life

Residence Hall Director

Salary will be commensurate with education and experience.

## Director Master of Arts Program **ANTIOCH UNIVERSITY**

The Master of Arts program is a unique limited-testilency program forable students which currently serves approximately 230 sindents in the Dund States and abroad Students specialize in such aceas as psychology to server, aceas as psychology to describe, environmental policy, conflict resolution, creative writing additionant. The Director will play a major role in shaping the future growth and direction of this In-year-old program. The Director will hold a feely appropriately, and will be expected to provide strong academic and administrative leadership.

A Ph.D. or the equivalent with broad interests in the humanite addor-A Ph. D. or the equivalent with broad interests in the humanites addorsocial sciences and teaching experience is required. Experience with non-traditional students is desirable. It is expected that the candidate selected will have academic administrative experience as chair, director, associated and dean, in a position with responsibility for faculty and curriculum.

The Master of Arts degree is othered through the School for Adult and Experiential Learning, which is located on the Autoch campus in Yellow Springs, Ohio. In addition to the hunted residency Master of Arts degree, the School offers campus-based undergraduate and graduate Management degree programs. The School is an integral part of Antioch University which comprises Antioch College, Antioch Southern California, Antioch New England, and Antioch Seattle.

The search committee will begin reviewing applications May 1, 1992 and will continue to receive and review them until a candidate is selected. Applications should include a personal statement of interest and qualifications, along with a complete resume and the names, addresses, and telephone numbers of four references. Send monimations and applications to:

Dr. Jon Saari, Search Committee Chair School for Adult and I speciential Learning Aution I University 800 Free Internate Street Vollow Committee Into 48 her Yellow Springs, Ohio 45 187

Autioth University is an affirmative action, equal opportunity employer. Applications from women and uninormies are encouraged.

## DIRECTOR American Academy of Nursing (AAN)

#### AN ORGANIZATION YOU CAN WORK FOR WITH PRIDE

We currently have an excellent part-time opportunity available for a well-organized, highly skilled professional at our new headquarters in Washington, D.C.

Reporting to the Executive Director of the American Nursea Association, you will be accountable for all operations of the academy, (i.e. scientific, policy, financial, and administrative activities), in accordance with the policy directives of the AAN Governing Council. In addition, you'll act as a professional health policy liaison with ANA and other private and public agencies concerned with the formulation of health policies, and advise the Governing Council and academy fellows on emerging trends and issues relevant to the future-oriented health policy initiatives of the academy.

Successful candidate will be a Registered Nurse with a Doctoral degree and 15+ years' of nursing experience in a leadership position demonstrating nationally recognized scholarly achievements, health policy experience and success in fundraising. You'll also have extensive knowledge of health science, health policy and health care delivery issues as they relate to nursing practice as well as superior interpersonal, communication, and writing skills.

Interested and qualified applicants should forward

Interested and qualified applicants should forward resume with salary expectations to: Mary Osbourn, 600 Maryland Ave., S.W. Suite 100 West, Washington, D.C. 20024, EOE M/F/H/V.

School of Nursing invites applications or nominations for the position of Director of Nursing Research. This position has half-half-time administrative responsibilities and lave an sormed doctorate fundicants must lated field: a master's degree in nursing or reteaching to becchain the marking or reteaching to becchain the marking or reteaching to be the control of the marking area programs; and scholarly record. Experiopment is preferred, Send letter of application, curriculum when the control of the control of



**BULLETIN BOARD: Positions available** 

Search Extended

#### PROGRAM DIRECTOR

#### Child Studies/Early Childhood Education

Cazenovia College seeks Assistant/Associate Professor for a tenure track position starting September 1, 1992. In addition to directing associate degree programs in Early Childhood Education, Day Care Administration and Special Education, the Director will be able to participate in the interdisciplinary B.S. in Applied Arts and Sciences program. The College provides student leaching internships in the Cazenovia College Nursery School.

Qualifications: earned doctorate in appropriate discipline and experience teaching college students required. Teaching experience with young children and administrative experience desirable.

young children and administrative experience destrable.

Cazenovia College meets the needs of men and women seeking twoand four-year career programs with a strong base in the arts and
sciences. The College offers these programs, and a liberal arts program, in the small, rurni, residential setting of a non-sectarian, private
institution located 20 miles southeast of Syracuse, N.Y. Candidates should submit a letter of application, curriculum vitae, and the names of three references who could be contacted to:

Dr. C. C. Warren Assistant to the Vice President for Academic Affairs Cazenovia College Cazenovia, New York 13035

Applications will be accepted until the position is filled. Cazenovia College is an affirmative action, equal opportunity employer. Women and minorities are encouraged to apply.

#### Director, Principals' Center at the University of Illinois at Chicago

The University of Illinois at Chicago seeks appheations for the position of Director of the Principal's Center.

The Principals' Center at UIC provides mechanisms through which Chicago Public School principals, with the assistance of university resources, can determine their own developmental priorities and programs. The Principals' Center at UIC is coordinated through the Center for Urban Educational Research and Development (CUERD) which has as its goals improving of educational opportunities for children and increasing the understanding of urban education problems and their potential solutions.

The Director is responsible for all of the administrative and programmatic activities of the Principals' Center at UIC. Responsibilities include developing resources which allow principals to acquire new leadership and management skills, facilitating linkages with university faculty and business leaders, providing mentoring opportunities, assisting principals in furthering their own personal educational experiences, and fostering relationships among the constituencies that impact educational reform in Chicago. The Director manages the daily operations of the Center and assists the Director of the Center for Urban Educational Research and Development in seeking additional funding for program activities.

The desired applicant should have a master's degree in Education or a related field; doctorate is preferred. Teaching, administrative, organizational and training experiences are desirable. Principal experience preferred but not required. Faculty experience in higher education is a clear plus. Salary is commensurate with experience. The position includes a full benefits package. Please submit, by Friday, May 15, 1992, a letter of application, resumed and three letters of recommendation to Ms. Carly Foley-Divitorio, UIC College of Education, P.O. Box 4348 m/c 147, Chicago, IL 60680.

The University of Illinois is an affirmative action, equal opportunity employer. Anticapture of the position of the program and program a

The University of Illinois is an affirmative action, equal opportunity employer. Applications are especially welcomed from minority persons, women, handicapped persons and Vietnam era veterans.

Nursing: Pembroke State University. Tenure track faculty positions for nine-month appointments in a new RN-BSN program, beainning August 15, 1992 in these apocialty areas: adult nursing, maternal-child nursing, community beath nursing, and mental beath nursing. Doctorate preferred; Master's in Nursing with clinical specialization and at least two years' documented clinical practice in master's specialization required. Teaching experience desirable. Responsibilities include assisting with development of new RN-BSN program and teaching, based on educational preparation and clinical specialization. Sulary and runk commensurate with education and experience. Applications accepted until positions filled. Minorities encouraged to apply. Send letter of application, curriculum vites and three letters of professional

aust 15, 1992. To apply: Send letter of application, curriculum visae, and three letters of reference to: Dr. Jane Glerety, Academic Dean, Carlow College, Pittsburgh, Pennsylvania 15213. For best consideration, submit application before April 30, 1992. EOS.

Nursing: Pembroke State University. Tenure track faculty positions for nine-month appointments in a new RN-BSN program, beginning August 15, 1992 in these appealaty areas: adult nursing, maternal-child application, which was a position of the program of the

Nursing: Tanure track nursing faculty. Two lenure nursing faculty positions beginning September 1, 1992 in N.I.N accredited generic BSN program. MSN reaching experience desired. Selary and rank based on qualifications. Send résumé to Head, Department of Baccalaureate Nursing, Armstrong State College, 11935 Abertcom Street, Savannsh, Ocorgia 31419-1997. EO/AA Employer. Georgia is an open records law atata. Deadline May 1, 1992.

Nuraing: Faculty. Tep-month tenure-tract position in upper division NLN-accredited to RN to BSN Frogram and new MS in Gerontological Nursing Program. Responsibilities include undergraduate classrooms and clinical teaching: academic advisement, committee work, curriculum development, and ongoing work on a program of research. Earned doctorate and a MSN required with specialization in Family Heath at either level and prior teaching experience at the undergraduate level with a record of scholarly accomplishments. Salary and rank dependent on qualifications and experience. Review of applications and experience. Review of applications and experience, Review of applications and experience. Review of applications and experience in the undergraduate feel with a resort of scholarly accomplishments. Salary and rank dependent on qualifications and experience. Review of applications and experience. Review of applications deadline is May 1, 1992. Send tester of application and vita to Nursing Application and vita to Nursing Faculty Search Committee. Salisbury Maryland State University of New York-The College at New Paliz, New York 12561.

AA/EOB.

# PITZER COLLEGE Registrar

Pitzer College is accepting applications for the position of Registrar. This is a full-time position reporting to the dean of faculty. The registrar provides leadership for a staff of three in formulating and managing all aspects of student registration and records. Primary responsibilities include: organizing the student registration process, including planning preregistration, registration, and postregistration systems; interpreting and applying academic regulations and policies; and developing and implementing a data management information system for student records. The registrar is also responsible for generating enrollment statistical reports for other college departments as well as federal agencies. Coordination and cooperation with a variety of academic departments is essential.

The successful applicant will have a B.A. or M.A. degree with forwards.

The successful applicant will have a B.A. or M.A. degree with four to five years of related experience, including two to three years as a supervisor. Familiarity with small college operations is preferred. Strong communications skills, both oral and written, are necessary. Knowledge of data processing and statistical evaluation is required. Applicants should be sensitive to the needs of a diverse community. Salary is competitive and commensurate with experience.

Prizer College, a member of the Claremont Colleges, is a small, liberal arts college with a curricular emphasis in the social and behavioral sciences. The college feels a strong commitment to the appreciation of human diversity, intercultural understanding, and social responsibility.

Pitzer College is an Affirmative Action. Equal Opportunity Employer. It strongly encourages applications from racial and ethnic minorities

Letters of application, résumé, and three letters of recommendation should be acidressed to Katharine Wolfe, Chair, Registrar Search Com-mittee, 1050 N. Mills Ave., Clarenout, CA 91711. The deadline for applications is May 6, 1992.



#### MUSKINGUM COLLEGE Director of Admission

Muskingum College invites applications and nominations for the position of Director of Admission. The Director reports to the Dean of Enrollment, will participate as a member of the enrollment management tearn, and is responsible for the daily operations of the Office of Admission. Responsibilities include management of a staff of five professionals, five support persons and a staff of student workers, control of all recruitment efforts, development of marketing strategies, publications, long & short range planning and budget control. A viable candidate would have several years' experience preferably in private college admissions work at least at the Associate Director level and have descenting the college admissions. creening of candidates will begin April 15, 1992. Send resume and three

Director of Personnel Muskingum College New Concord, OH 43762

Muskingum College, founded in 1837, is located in Southeastern Ohio on a rolling, 215 acre campus. Affiliated with the Presbyterian Church (U.S.A.) Muskingum College offers a strong liberal arts undergraduate program and Master's Program in Education. Muskingum College is an Equal Opportunity

#### Director, National Demonstration Program Center for Excellence in Education Indiana University

The CEE invites applications for the position of Director of the National Demonstration Program. Responsibilities include directing the visitor function of a national educational technology research center, offering leadership to help visitors reach sound decisions about uses of technology in instruction, developing networks of K-12 schools and establishing distance education networks.

This position requires a master's degree in education or equivalent. Applicants should have experience in administering technology-based instructional programs in public schools, familiarity with presentation media, and demonstrated ability for creative program design. Salary is commensurate with experience. Desdline: April 15, 1992. Direct application materials or questions to:

Jennifer Schatz CEB, Indiana University 400 East Seventh Streer, Suite 805 Bloomington, Indiana 47405 **EEO/AA Employer** 

Nursing: Georgia Southern University, Department of Nursing seeks nursing faculty, BSN/MSN/FNP faculty positions. Master selection prepared; experience in material child mursing or FNP. Rank and salary dependent on qualifications. Contact:
Dr. Christine Talanadge, Acting Head, Denartment of Nursina. Georgia Southern

Nursing: Georgia Southern

University, Landrum Box 81.58, Statesberg, Georgia 30460-8158; phone (912) 681-5942, Decadine; June 15, 1992. Pesition bergins Squeener 1, 1992. EBC/AA, Georgia 30460-8158; phone (912) 681-5942, Decadine; June 15, 1992. Pesition Decade 1, 1992. Director. Appared 1, 199



Coverage of breaking news that affects higher education — from state capitals, academic conferences, and campuses throughout the country and the world -

every week in The Chronicle.

#### Climate Modeling, Analysis & Prediction (CMAP) Scientist I and II Positions

Climate and Global Dynamics Division National Center for Atmospheric Research Boulder, Colorado

The Climate and Global Dynamics (CCD) Division of the National Center for Atmospheric Research (NCAR) in Boulder, Colorado, announces 3-4 openings for Climate Modeling, Analysis & Prediction (CMAP) scientists. The CMAP program will support projects in climate analytical studies and in climate model development, testing, validation; error estimation, and assessment of predictability. The CMAP program will also define the global-change observational requirements from a modeling compositive.

nodeling perspective. The emphasis of the new positions will enable scientists to pursue

The emphasis of the new positions will enable scientists to pursue search in the following areas:

• Land surface processes, including linkages with biology, hydrology and planetary boundary layer, with emphasis on modeling.

Ocean-atmosphere interactions, with special emphasis on the
atmospheric planetary boundary layer and interactions with the
ocean mixed layer, including studies of fluxes.

 Analysis of climate variations, including diagnosis and analysis of the CCM, comparison with observations, and diagnosis of predictability and low frequency fluctuations in coupled models.

Interested scientists with a PhD degree (or equivalent experience and ducation) are eligible. The primary criteria for selection of a candidate

are his/hur scientific capability, originality, and experience in the above areas. These positions carry an annual solary in the following ranges: Scientist I \$39,760 - 59,640, Scientist II \$45,920 - 68,880. Scientist I and II positions are for terms of up to 3 and 4 years, respectively. Appointments to the next higher level are not automatic, and are made in accordance with NCAR's scientific appointments policy.

Applications must be received by 15 May 1992; a decision will be made by 15 June 1992 and the appointment may begin any time after 1 July 1992.

Applications should be in the form of a letter and should include our

riculum vise, list of publications, and an abstract of the doctoral thesis.

The applicant should arrange for two reference letters to be sent directly to Dr. Warren M. Washington, Director, Climate and Global Dynamics Division, NCAR, P.O. Box 3000, Boulder Colorado, 80307-3000. Applications and inquiries should be sent to: Anna Royna-Arcos, Human Resources Dept., NCAR, P.O. Box 3000, Boulder, CO 80307-3000, NCAR is an Equal Opportunity/Affirmative Action Employer.



**National Center for** Atmospheric Research

#### EDUCATIONAL MEASUREMENT/ TESTING SPECIALIST

The Medical College of Wisconsin seeks a dynamic individual to assume the responsibilities of Associate Director of the Division of Educational Services. Consult and collaborate with medical faculty in areas of student assessment, educational research, and program evaluation. Position requires a doctorate in Educational Psychology or Education with emphasis to testing, and evaluation. Expertence in higher education estential with experience in medical education preferred. Search continues: applications received by May 15 will receive first considerations. Qualified applicants should forward a complete résumé and supporting ducuments to:

Deborah E. Simpson, Ph.D. Educational Services Medical College of Wisconsin 8701 Watertown Plank Road Milwaukce, WI 53226

Equal Opportunity, Affirmative Action Employer MIFID

sional Practice Program in Dieteites, Registered Dietitian; Doctorale preferred, Masier's required. Experience as dietetic practitions required. Background in food systems management (preferred) or food steinence or autrition. Des deares through human ecology/home economics related field required. Retearth, publications destrable. Demonstrated ability to communicate effectively with students, supervising dietitians. Application desdine: Until position is filled. Sead résunté, official transcripts and three curvait letters of recommendation to Dr. Jeanne M. Gilley, Dean. Cokege of Human Beolosy. Louisiana Tech University, Ruston, Louislana Tech University, Ruston, Louislana Tiezh University, Ruston, Louislana Tiezh University, Ruston, Louislana met Deportunity, Affirmative Action employer. position descriptions. Neither of the two
position descriptions has priority over the
college of kinnan Beology, Louisiana
Rech University, Ruston, Louisiana 1272.
Equal Opportunity. Affirmative Action employer.

Pathology: Faculty Pathologist. Academic
faculty, University of Microsota-Dujuth
School of Middicine. Associate or Fall Proressur. BC-AP&CP. Nine-month appoint
fewel the marini aris preferred; college
sevel teaching experience or preferred. Applilevel teaching experience or preferred. Appli-

Fessor, BC-AP&CP. Nine atomit appointment. Teaure as gottlible. Teaching experience required. Position involves teaching, research and university service. Patient care services are not related to this position. Departmental invasitigative opportunities include trace mineral and pateopolitoday research. Send curriculum vine and three letters of reference to Arthur C. Aufderhelde, MD. Department of Pathology. UMD School of Medicine, 10 University Derive, Dulluth, bilinesons 55812, before May 13, 1992. The University of Minnesota is an equal opportually educator and employer.

Pharmacy Administration: Assistant Pro-fersor, College of Pharmacy and Health Sciences, Texas Southern University, 3100 Cleburne Avenue, Houston, Texas 77004. Cocducts and teaches University courses in pharmacy administration to underrandi-ate and graduate students; proposes, plans, and conducts research programs in the area of pharmacy addinistration and publishes a fundancy addinistration and publishes fundances and directs research of other facul-ty members or graduate students. Position





# DIRECTOR OF RESEARCH ASSISTANT TO THE PRESIDENT

The University of North Alabama invites applications and nominations for the position of Director of Research and Assistant to the President. The Director is a member of the Executive Committee of the University and reports thereby to the President. In this position, the Director facultates sponsored research by the faculty, assists in preparing and processing grant applications, conducts institutional research, analysis, planning and institutional effectiveness activities and oversees other matters relating to the maintenance of the institutional database in and the reporting of information to external agencies. The Director serves as university laison to the Alabama Commission on Higher Education and other state and federal agencies. The person holding this position serves as the Chair of the Planning and Institutional Effectiveness Committee. The Director also serves on the Research Committee, the Budget Committee and on such other committees as requested by the President. The Director also assists the President in special projects and activities which support the overall operation of the Orice of the President.

The preferred qualifications for this position include a Ph.D. or other samed

The preferred qualifications for this position include a Ph.D. or other earned doctoral degree with a strong background in psychometrics and extensive knowledge of statistical techniques and computer-based information systems; experience in grant-writing and conducting or overseeing sponsored research with a record of having obtained or facilitated federal, state or private grants for research; organizational and decision-making skills; strong verbal and written communication skills; strong interpretsonal skills; initiative; database management skills; and ability to analyze and interpret data to conduct survey research. Salary will be competitive.

The University of North Alabama is a regional university with approximately 5,700 students and is composed of four schools: Arts and Sciences, Business, Education and Nursing. Graduate programs are currently offered in the Schools of Business and Education. The University is located in Florence, which is part of the Shools Area of Northwest Alabama. This area is on the Tennessee River and serves as the cultural, medical, recreational and commercial center for Northwest Alabama and portions of Mississippi and Tennessee.

Initial screening of applications for this position will begin on April 15, 1992. The position will be tilled effective July 1, 1992, subject to the availability of funding at that time. A letter of application or numination, current resume and the names, addresses and telephone numbers of three current references should

CHAIR OF THE SEARCH COMMITTEE DIRECTOR OF RESEARCH AND ASSISTANT TO THE PRESIDENT UNIVERSITY OF NORTH ALABAMA BOX 5043 FLORENCE, ALABAMA 35632-0001

An Equal Opportunity Employer
Applications from Women and Minorities are Encouraged



# Adams State College

Associate Director of Extended Studies #9-01-9210

Position: In addition to day-to-day administrative operations, coordinating evening college classes, integrating third party resources (MEU, Ti-IN, PSA); the associate director will represent the college in the San Luis Valley Distance Learning Project and act as grant writer for funding projects related to distance learning or extended studies. Limited teaching in education and behavioral science. Twelve-month contract starting July 1, 1992.

Outlitications: Required: Mester's plus in appropriate field, preferably education; setablished record of successful scholarly activities; excellent interpersonal skills; knowledge of and experience in public schools; experience in grant writing. Preferred: earned doctorate; experience in college levels administration, extended studies/distance learning, teaching in higher sducation; excellent organizational and follow-through skills.

Applications: Send letter of application, curriculum vites with copies of all transcripts, and three letters of recommendation responsive to stated qualifications to: Mr. Phil Gore, Director of Extended Studies, Adams State College, Alemosa, CO 81102; (719) 589-7671. Screening of applications will begin April 22, 1992, and continue until the position is filled.

An Attirmative Amiso/Equal Opportunity Employer
Adams State Coffage is particularly interested in applications
from women and minorities.

# **GREEN MOUNTAIN COLLEGE** Poultney, Vermont

DIRECTOR OF STUDENT ACTIVITIES/INTRAMURALS

The Director is responsible for planning and coordinating all student activities and programs in conjunction with various organizations. The Director is also responsible for planning a comprehensive inframular program. The Director is a vital member of the Student Affairs earn. Creen Assumain College, founded in 1834, is a code liberal arts college with an enrollment of 600 students focased in Poultrey. Vermont. This is an only Master's degree in student personnel or related area, strong organizational and interpressonal skills, provious organizational and interpressonal skills, provious organization of the decivities and/or intermedia at a college level. Submit cover letter, resume, and three references to Gary L. Derr. Dean of Shelen Maker. Mountain College, Pouliney, Vermow 05/64, Deadine: April 24, 1992. Green Affairs, Green College is an EOE/AA employer. Compensation: salary commensurate with apperience and a comprehensive benefit package. On-campus housing is negotiable.

Physicial Education/Athlelics: Sweet Brist College, an NCAA Division III college of liberal arts and sciences for women, invites applications for a one-year visiting forcibly position in Physical Education and Athletics for 1992-93. Applicable should possess a master 3 degree in Physical Education and the qualified to leach and/or coach in some or all of the following areas: volleyball, awimmings, softpull (slow-pitch), basicital, physical fitness/wellacess, maning, tennis, weight tailogs, aprobed date, vogs. Experience at the college level degree, Salary commentation with qualifier-Talons, EO/AA. Please submit letter of supplication, resume and three felters of recompendation by April 15, 1992 for Ms. Donnie Kestner, Chain/Athletic Director, Department of Physical Education and Athletics.

Physical Education/Sport Psychology: Assistent Professor. Murray State University
isvices applications for a tenure track assistent professor beginnings August, 1992.
Qualifications: preferred—doctomic in
physical education with primary compless
in Motor Learning/Control, Motor Develtopment, and apport psychology. Additional
tackground of Italians in outdoor recreation desirable. Will consider candidate with
doctorate in recreation and appropriate
brickground in Iradings to teach motor
learning, motor development and apport
psychology. Duties include teaching gradunie and undergraduate courses in arone Bised above, student savisins, research, and

## ADMISSIONS REPRESENTATIVE Wesleyan College

Company of the control of the contro

Wesleyan College, the nation's oldest college chartered to grant degrees to women, invites applications for two Admissions Representative positions Wesleyan, a selective, private, four-year residential college, is located in the suburbs of Macon, Georgia, a city of approximately 150,000, about 90 miles south of Atlanta. Wesleyan enjoys a reputation for excellence which has been earned through its 155 years of service. It remains committed to the mission of providing a strong liberal arts education in an environment supportive of women.

Responsibilities: Representing the Coilege at varied functions; initiating and maintaining contact with students, parents and high school counselors; maintaining contact with Wesleyan Alumnae Admissions Representatives; interviewing and evaluating applicants; coordinating programs in assigned areas and on campus. Extensive travel required.

Qualifications: Bachelor's Degree required. A demonstrated ability to plan and coordinate a schedule of varied activities. Candidate must possess excelent communication and organizational skills. Fluency in Spanish preferred for

Application Deadline: May 15, 1992. Positions Available: July 1, 1992.

Salary: Negotiable, based on qualifications and experience. Selection Procedure: Applicants should send application letter, résumé, and a list of references to:

E. Norman Jones Dean of Admissions Wesleyan College 4760 Forsyth Road Macon, Georgia 31297

ការក្រាវជាជាសាសមារាជាមហ្គាសាក្រាវជាជាក្រាវជាជាការប្រាវជាជា

#### **COLLEGE CHAPLAIN**

Hamilton College seeks candidates for the position of College Chaplain. The Chaplain is responsible for assessing and responding to the spiritual needs of the campus community and providing avenues for community outreach, including advising the student community service organization (HAVOC), administering the budget for the Chaplaincy, coordinating joint activities with the Catholic and Jewish Chaplains, and seeking ways to increase ecumenical understanding. The Chaplain will have primary responsibility for ministering to the religious needs of the Protestant community on campus, and will provide counseling on matters of faith and conscience to members of the community, support and advise student groups, and share with other Chaplains in officiating at all-College ceremonial functions.

The Chaplain reports to the Dean of Students, and is a members of the function.

The Chaplain reports to the Dean of Students, and is a member of the Student Life Division. Desired qualifications: Ordination in a Protestant denomination, previous experience working with college-age students, strong skills in pastoral counseling, and a demonstrated commitment to community service. A 10 month administrative appointment, salary is commensurate with qualifications and experience. fications and experience.

Hamilton College, chartered in 1812 and located in Central New York, is a highly selective, coeducational, independent, residential, liberal arts college, with 1650 students, and is an Affirmative Action, Equal Opportunity

Nomination or application, resume, and the names of three references, should be sent to Jan Coates, Dean of Students, Hamilton College, 198 College Hill Rd., Clinton, NY 13323 by April 17, 1992. Women and release are particularly encouraged to apply. The preferred starting date is August 1, 1992.

#### **DIRECTOR OF DEVELOPMENT**

Northwood Institute, the leading college of practical business management fucusing on the preservation of free enterprise, Judeo-Christian heritage, oriented toward the international marketplace with an appreciation of the relationship between business and the arts, is seeking a highly qualified development professional. The incumbent will primarily assist the vice Persident of Development, Paul Strawbecker, with Michigan campus fund asking through managing foundation/croproter relations and capital campaign offorts. Grant and capital experience required, preferably in higher education. Salary negotiastic Send risumé vs. Human Resources Department, Northwood Institute, 1225 Cook Road, Midland, Mi 48640 by 4/30/92. EOE.



Northwood The Business Managemen College for a Free Society

## **DIRECTOR OF PHYSICAL PLANT**

College Preparatory School in the San Fernando Valley (Los Angeles County) is searching for an individual with demonstrated background and experience in managing operations and/or maintenance of a school facility with a variety of buildings and structures. Responsibilities include: overseeing repairs, rety ovations of buildings and assisting in future physical plant planning, supervision of buildings and grounds crews in the day-to-day maintenance of buildings, systems, and grounds; supervision of garage crew of four and 24-house security staff of six. Successful candidate will have highly developed people skills, qualify for a City of 10x Angeles with the security staff of six. skills, qualify for a City of Los Angeles electrical maintenance supervisor's license, have knowledge of City of Los Angeles' Building Codes and have experience in supervising employees. Experience with elementary/second-monih full-time position commencing mid-june, 1992. Résumés only to The Attention: Mrs. Carmen Rodman.

A calendar of forthcoming meetings, conferences, workshops, and institutes of importance to scholars and college administrators —

every week in The Chronicle.

#### GRADUATE STUDIES OPPORTUNITIES

# California Educational Research Cooperative Fellows

THE PROGRAM: The UCR School of Education has established the CALIFORNIA EDUCATIONAL RESEARCH COOPERATIVE (CERCYa training and research center for the study of school imp

CERC authors are the periods for the position CREC Fellow for doctoral students during the 1992-93 academic year. Students receiving these appointments work closely with taculty in the design and conduct of research projects, preparation of reports and technical assistance to cooperating school districts and county offices of education.

Salary range: Depending on qualifications and prior experience up to \$20,430 plus full benefits for half-time employment during academic year and full-time employment during summer numbs.

months.

APPOINTMENT CRITERIA: Candidate should have teaching or administrative experience and demonstrated ability in educational resembly policiant must possess an outstanding academic record and qualify for admission to the doctoral program in the School of Education. Applicant should submit a complete personal vita, statement of research filment and professional goals, transcripts of prior educational experienc, two letters of recommendation, and GRE scores.

CERC Research Fellows are expected to balance academic course work with CERC research responsibilities. Academic year 1992-93 applications must be received by May 15, 1992. For additional information concerning CERC Fellow appointments or graduate admission, please contact:

Dr. Dan Donlan, Associate Dean School of Education, 1207 Sproul Hall University of California, Riverside Riverside, CA 92527 Phone: (714) 787-5228 FAX: (714) 787-3942

The University of California, Riverside is an Equal Opportunity, Affirmative Action Employer and seeks applications from unnority candidates and women, as well as from other qualified persons.

<u>. A degre a de la propera de la compana de </u>

التبراء الأممة الأشراط والخبران موني والأناوا والانتجاب الموادي والموادي



College of Agriculture

## DIRECTOR

#### **School of Home Economics**

The University of Idaho, College of Agriculture, invites applications and nominations for the position of Director for the School of Home Economics. This position holds admiristrative responsibilities for undergraduate and graduate academic affairs; research; extremon home economics; and other related administrative duties. The position is a 12-month approximent. Rank tenure negotiable.

Qualifications: Minimum qualifications include an earned doctrate in home or opomics of related field; achievement in undergraduate organiale education; interest in support of the fear lung and research mission; ability to work productively with University and College administrators; and demon-strated administrative and leadership qualifies.

Application deadline July 15, 1992, Send fetter of application; current corde-ulum vitae; and arrange to have three letters of recommendation sent to: Alt-Lings, Search Committee Chair, University of Idaho, School of Floine Eco-nomics, Moscow, ID 83843.

The University of Idaho is an atternative action, equal opportunity employer. ويركا كالانتظام المتعالم الانطاق بوالكا الباكان بالانتجام المتعالم المتعالم الأناس المتعالم ا

## \* CHIEF DEVELOPMENT OFFICER

#### **Roger Tory Peterson** Institute of Natural History

This institute seeks to create a passion for, and knowledge of, the natural world in the hearts and minds of all, especially children. The institute conducts and is rapidly expanding substantial programs and is preparing to conduct a capital campaign to support construction of an institute building to contain program support functions, library, archive facilities, art gallery, and administrative headquarters.

The required voluntary organization and support, membership, and fund-raising activities to support this rapidly growing organization present sub-stantial, but rewarding, challenges to a professional of evident capacity, sophisticated communications skills, true passion for the natural world, and the ability to become part of a small, dedicated stall, currently seven-though such background would be valued.

The potential is great for a statistic development experience,

The potential is great for an individual who cares about our work and will dedicate him/herself to realizing the programs of the Roger Tory Peterson Institute. Individuals who seek great professional and personal growth in the fulfillment of these challenges should address a letter with a complete résumé including professional and educational background, salary history, requirements, and references to: The Executive Director, Roger Tory Peterson Institute, 1 10 Marvin Parkway, Jamestown, NY 14701.

\*

aervice. Salary commensurate with qualifications. Review of applications will begin April 15, 1992 and will confine until the position is filled. Send letter of applications will begin position is filled. Send letter of application, it is expected that the chadidate convergence of the position is filled. Send letter of application, it is expected that the chadidate community is provided service to the provided service to the provided service to the community to further the filled community. The service of the provided service to the provided service to

BULLETIN BOARD: Positions available

#### RESEARCHER

Center on Organization and Restructuring of Schools

#### University of Wisconsin-Madison

The Center on Organization and Restructuring of Schools is studying how school organization and restructuring affect authentic student achievement, equity, empowerment, community, reflective dialogue, and accountability in several schools

The Researcher will manage and analyze a complex database. Information will come from about 24 public schools, including baseline tests for students, student surveys, teacher surveys, classroom observations, and assessment of

Duties entall organization, data entry, processing, analyses, and report writing, independently and with collaborators. The Researcher will also collect data in at least one school which involves a veek of travel in fall and spring, working closely with school and project staff, conducting interviews and classroom observations, and developing a detailed team report. This position requires a commitment of at least three years.

Qualifications: Master's degree in education or a related social science field required. Ph.D. preferred. Skills and experience in management and analysis of quantitative data, and writing research reports. Proven competence in coordinating human resources and working within a team. Teaching or administrative experience in public schools, K-12 preferred.

Salary: \$32,000 minimum. Appointment: 100% Deadline for applications: April 20, 1992 or until a suitable candidate is Starting date: June 1, 1992 or as soon as possible thereafter

Interested candidates should submit a letter of application and a resume, including the names, addresses, and telephone numbers of three references, to Sandra Treptow, Wisconsin Center for Education Research. 1025 West Johnson Street, Room 242. Madison, WI 53706.

The University of Wisconsin-Madison is an Equal Opportunity Employe

#### **RESEARCH ASSOCIATE**

The Colorado Trust, a philanthropic foundation, is expanding its rescurch and evaluation capacity and seeks an individual with the following qualifi-

Position Requirement: Doctoral degree in the human, health or behavior sciences. Demonstrated effectiveness in developing and implementing evaluation research. Pre-doctoral experience in responsible positions de-

Responsibilities: Conduct research design and implementation activities, with specific responsibility for direction of research process as it relates to the foundation's initiatives. Oversee work of contracted researchers. Prepare analyses and recommendations for strategic planning, organizational goals and objectives, and the ongoing assessment of foundation's organizational capabilities. Produce original evaluation research.

Skills Required: Conceptual abilities to analyze research problems and propose courses of action; ability to manage large-scale research processes and work successfully with various constituencies around research issues; excellent organizational skills; oxcellent interpersonal skills; ability to work independently and in a team setting.

Salary: Commensurate with experience. Comprehensive employee benefits.

Qualified applicants should submit a cover letter, references, and resume

Ms. Karen Dandridge The Colorado Trust 1600 Sherman Street Denver, CO 80203-1604

No phone calls, pleuse. The Colorado Trust is an Equal Opportunity Employer.



### **College Bookstore** Director

SWARTHMORE COLLEGE, a small, highly selective liberal arts college, is seeking an experienced professional for the year-round position of Bookstore Director. A key member of the staff of the Associate Vice President, this highly visible position is responsible for the operations, planning, and financial management of the Swarthmore College Bookstore. The director will be responsible for the organization, scheduling, assignment and review of work, and supervision and evaluation of a staff of six. Bachetor's degree and 5-10 years related experience required; prior experience in a college or university setting strongly preferred. Successful candidate will possess a high degree of knowledge of lext book operations, merchandising, and accounting, familiarity with computer management is a plus. Ability to interact with facuity, students and staff in a cooperative and friendly atmosphere is essential. Please send letter of application and resume by May 1, 1992 to: Lawrence M. Schall, Associate Vice President, SWARTHMORE COLLEGE, 500 College Avenue, Swarthmore, PA 19081. EOE. Swarthmore, PA 19081. EOE.

Physical Plant: Director of Physical Plant. Belthany College, located in the Northern Prohamble of West Virginia, seeks professional responsible for managing the melintenance-ropair and custodial duties for all campus bulldings and grounds. Candidate must possess strong skills in areas of budecting, long range planning, purchasing, scheduling, supervision of central heal plant, contract labor, and enforcing personnel policies and procedures within the department. Bachelor's Degree in Engineering or related field preferred. Position available July 1, 1992. Please respond with restand, including references and salary requirements to Bathany College, Director of Personnel, Belbany, west Virginia 26012. Deadline for application: April 30, 1992.

#### **SENIOR MODELING ANALYST ENERGY INFORMATION ADMINISTRATION**

<u>ការដោយបោកពេលដោយដោយបានការបានបាយដែលដោយដែល</u>

\$73,972 to \$109,300 Per Annu

The U.S. Department of Energy (DOE). Energy Information Administration, is seeking applicants for a Senior Modeling Analyst. The incumbent will serve as the senior technical advisor to the Oirector. Office of Integrated Analysis and Forecasting, on energy modeling systems and forward-looking analyses anyolving the development, implementation, and use of the Netional Energy Modeling Systems and other modeling systems. The incumbent will provide technical guidance on modeling systems. The incumbent will provide technical guidance on modeling system architecture, programming languages, hardware and software applications, databases, methodological approaches, model integration, and user interfaces.

Candidates must have experience in (1) the development of sophisticated model-ing systems and the application of models in energy forecasting, (2) knowledge of energy markets and energy policy issues and experience in conducting technically energy markets and energy policy issues and experience in conducting technically complex, policy-tensitive investigations, revidues, analyses, and studies utilizing modeling and analytical capabilities. (3) knowledge of modeling system architecture, programming languages, hardware and activers applications, distableses, mathodological approaches, systems design and integration, and user interfaces and (4) education beyond a master's degree which includes advanced work in operations research, mathomatics, statustics, mathomatical logic, science, engineering, computer science, and subject mathematics or statistics.

The Department of Energy is an EEO/effirmative action employer.

To apply, submit an SF-171. Application for Federal Employment," postmerked no later than April 22, 1882, to

EXECUTIVE RESOURCES MANAGEMENT DIVISION INTTN ERM-82:5-SERI AO-55, FORRESTAL BLDG., DOE, WASHINGTON, D.C. 20585 Direct inguiries to: (202) 888-8480 U.S. CITIZENSHIP REQUIRED

क्षाताम् व्यवस्थाने विकास स्थाने विकास स्थाने स



#### **OFFICE of** RESIDENCE LIFE **Complex Director**

The successful candidate will be responsible for recruiting, training, aupervising and evaluating staff, including Residence Hall Directors, Graduale Residence Coordinators, Resident Advisers, Receptionists and Student Work Study staff; g expenditures and maintaining an operating budget of \$50-60K par year ating a system for 24-hour resident access to staff, on-call for emorgen sting an educationally based in-hall discipline process with partic stion in University process as necessary; supervising the planning and imple-entation of all programming using student development theory; directing all iministrative operations; additional Departmental responsibilities and outreach

To qualify, you must have a Bachelor's with at least 2-3 years' full time experience in residence/student services; or a Master's in Student Personnel or related field and at least one year of professional or graduate half management experience Salary range is \$22,000-\$23,000 based on experience for this live-in position Excellent fringe banefits including remitted tuition Starting date is July 1, 1992. Priority consideration will be given to applications received by April 15, 1992. Send cover letter, resumé and two letters of reference to: Search Committee, Office of Human Resources, SYRACUSE UNIVERSITY, Skytop Office Bidg., Syra-cuse, NY 13244-5300. An Equal Opportunity, Affirmative Action Employer.

#### DIRECTOR OF **RESIDENCE LIFE**

North Central College, a small private four-year college, is seeking a reliable and motivated individual with strong administrative and supervisory skills for the position of director of residence life. Responsibilities will include: supervision, selection and training for hall directors and community advisory stall, promotion of community building and educational programming and activities, coordination of room assignments and changes, collaboration with campus security in complying with safety/security issues, supervision of student-run judicial program, and summer conferences and housing. Master's degree in student personnel, counseling or related field and demonstrated leadership ability requires. Counseling or related field and demonstrated leadership ability requires. Excellent benefits including tuition remission for self and eligible dependents. Send résumé with salary requirements, and names, addresses and phone numbers of 3 references by April 24 to: Personnel Services, North Central College, P. O. Box 3003, Naparville, IL 60366-7063. ECE M/F. Women and minorities encouraged to apply.

We are searching for state or regional representatives to mar-ket an innovative instructional software system, which addresses training, delivery and evaluation. Our three-year-old company has a proven concept and product backed by research, professional leadership, training, support services and client satisfac-

Our representatives will be educators, computer literate, professional connections.

If interested, please send a cover letter that addresses how en instructional software system might be marketed in your area, a reaumé, and three references with phone numbers. Mail to:

> Instructional Performance Systems, Inc. 938 Prairie Center Drive, Suite 130 Eden Prairie, MN 55344 or fax (612) 937-0826

Lists of the latest books of interest to Academe -

every week in The Chronicle.

#### General Board of Higher Education and Ministry

The United Methodist Church Nashville, Tennessee

#### Assistant General Secretary

#### Division of Higher Education

This is an executive position with responsibilities in policy development and administration, with special attention in the areas of colleges and schools related to The United Methodist Church, The Assistant General Secretary provides technical and consultative assistance, coordinates trans-institutional programs, plans and conducts seminars and workshops, engages educational research and planning, and writes interpretive

Candidates should have a doctoral degree and experience in college teaching, administration, research, and planning, and should be familiar with The United Methodist Church Deadline for receipt of applications and nominations is April 21, 1992. Respond to Dr. Ken Yamada, P.O. Box 871, Nashville. Tennessee 37202-0871.

#### Director, Campus Ministry Section Division of Higher Education

The director is responsible for program development and administration of the Campus Ministry Section's work with racial/ethnic constituencies in campus ministry. Extensive travel is required, and location in Nashville is essential

Candidates should have a graduate or professional degree, significant involvement with campus ministry programs, membership in The United Methodist Church, and familiarity with denominational structures. Deadline for receipt of resumes s April 24, 1992. Respond to Dr. Donald G. Shockley, P.O. Box 71, Nashville, Tennessee 37202-0871.

The General Board of Higher Education and Ministry is an Equal-Opporunity/Affirmative Action Employer.

#### DIRECTOR OF MULTICULTURAL STUDENT AFFAIRS

Whitman College, a substitute, financially stable, private, liberal arts college located in Southeastern Washington State, seeks an Individual to fill the position of Director of Multicultural Student Affairs. This individual provides leadership and advecacy for students of color and foreign students, and is heavily involved in all issues related to multiculturalism on compus. The Director also advises senior administrators and faculty regarding the impact of policy and procedures on multicultural students. The Director reports to the Dean of Students.

The position requires at least a master's degree, experience with multicultural students, and an understanding of a liberal arts education. The position will be available after july 1, 1982. Componention is competitive and commensurate with experience and qualifications.

To apply, send a cover letter, vita, names, addresses and phone numbers of five references, and a one or two page paper addressing based faced by multicultural students in a prodominantly white liberal arts college for Richard Jacks, Search Committee Chair, Memorial 114, Whiteman College, Walla Walla, WA 99362. The review of applications will begin April 20, 1982 and continue until the position is filled.

Affirmative Action, Equal Opportunity Employer

#### COUNSELING

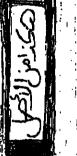
Predoctoral Internship, Colgate University Counseling & Psychological Serv-fces: Ten-month, full-time paid Internship for a person who has completed graduate course work including supervised clinical experience. Preference will be given to advanced doctoral students in clinical or counseling psychology; the minimum educational requirement is a M.Ed., M.A., or M.S.W. Position offers supervised work—Individual psychotherapy, primarily, with opportunities for group therapy, consultation and outreach—in a clinic providing mental health services to a small, private liberal arts institution. Research Interests encouraged and supported.

Appointment begins August 10, 1992; stipend \$15,000, plus generous benefits. Application should include vita and references. The review of applications will begin intraediately and continue until the opening is filled. Applications and inquiries to: Ruth Beach, Ph.D., Associate Director, Counseling & Psychological Services, Colgate University, Hamilton, NY 13346-1398.

An Equal Opportunity/Affirmative Action Employer. Women and minorities are encouraged to apply.

Physiologys Instructor (research track) position available for qualified candidate to teach cellular mechanisms resulating amount muscle contractifity to rotating analysis at the same and postdoctoral fellows. Must have experience in cell culture, eazyme assays, Western bequiting and measurements of cytosolic calcium coocentrations with fluorescent probes. Postition requires Ph.D., M.D. or equivalent degree with 2 years' postdoctoral training. Send curriculum when to Dr. James T. Stull, Department of Physiology, The University of Texas Southwestern Medical Center at Dalles, \$323 Harry Hines Bouleyard, Dalless, \$323 Harry Hines Bouleyard, Dalless,

Political Science: Teaure-track, besin 'Arranst 15, 1992, Assistant or Associate Professor. Teach political philosophy, parties, intermutagal relations, comparative, government. Also some compatence in history desired. Ph. D. required, some teaching experience preferred. Small. American Baptist-related, liborat arts college located in scenic North Central West Virginia. Salary and track compatentiate with a correspondent.



#### **DIRECTOR OF HUMAN RELATIONS**

San Francisco State University socks a committed loader with provom management skills and a sound working knowledge of diverse communities to become its first Director of Human Relations.

The University is a major public urban institution, the fifth largest in the 20-campus California State University system. The student population is about 28,000 and there are 3,000 members of the faculty and staff.

#### RESPONSIBILITIES

Working collegibily with a variety of campus administrators and groups, takes the lead in accomplishing the following tasks:

- Proposo, Implement, monitor and evaluate a master plan to unsure a discrimination-free campus environment.
- Establish short- and long-torm Affirmative Action/EEO plans
- Plan and coordinate workshops for members of the campus community on cultural, ethnic and social diversity.
- Review relevant campus policies and grisvance structures to onsure knowledge and compilance in matters of rights, respon-sibilities, and roads to redress in the area of human relations.
- Communicate direction, progress, and status of human relations programs to the President, administrators, faculty, staff and students.

#### QUALIFICATIONS

- l'ivo years of successful and increasingly responsible administra-live or managerial experience in a university or large educational/
- Specific knowledge of laws, regulations, and compliance procedures regarding Affirmative Action and Equal Opportunity; related knowledge of mediation, counsoling, and conflict resolution.
- Demonstrated consitivity to issues surrounding individual and group differences based on race, ethnicity, gender, sexual identity, ruligion, disability, national origin, or age. Ability to serve as primary spokesperson for the University on matters of equity, affirmative action, and campus diversity.

 Graduate degree required; declarate preferred. Salary is based on experience and qualifications. Si/SU does not discriminate on the basis of race, color, national origin, gender, sexual orientation or disability. Send APPLICATION letters with résumé and three reference contacts by May 10 to Donise Fox. Director of Porsonnel, San Francisco State University, 1600 Holloway, San Francisco, CA 94132.

# DIRECTOR OF DEVELOPMENT

#### School of Hotel Administration

Cornell University seeks a Director of Development in the School of Hotel Administration to manage the day-to-day operation of the Hotel School development office activities. He/she will direct and coordinate all School tund-misung activities including campaign assignments, solicitation/proposals and ongoing donor relations. The Director will establish short- and long-term objectives and goals for the School's Public Affairs programs as well as develop and support volunteer committees and work with key volunteer leadership. The Director is responsible for planning events, coordinating publications, arranging meetings and performing other related professional developmental work. The Director of Development reports to the Assistant Dean for Public Affairs.

Requirements: Five years of broad-breed fund-related and evelopments.

Requirements: Five years of broad-based fund-raising and marketing activities. Experience in working with and developing volunteer committees. An exceptionally high level of maturity and judgment. Excellent communication skills. A bachelor's degree required, advanced degree preferred.

Please send cover letter and two résumés to Cynthia Smithbower, Staff-ing Services, Dopartment A7401-G, Cornell University, 160 Day Hall, Illusca, New York 14853-2801. Materials will be accepted until an appro-priate candidate is found. We are strongly committed to a program of equal opportunity employment and actively seek applications from women and unionities.

N I V E R S I T Y

Political Science: The University of Texas of the Permian Basin has one opening at the Assistant Professor or Lecturer level besinning September 1, 1992. This is a non-termine track, one or two year renewable appointment with a strong possibility of conversion to a tenure-track appointment in the fluinc. The successive candidate will teach suphonore-level entry courses and at text, one or advanced course per somester. Field of specialization is open, but priority will be given to conditions prepared to teach political theory or redifical refutored, but qualified ABD candidate will be crossidered. Screening of candidates will begin April 21 and continue until the position is erad. Screening of candidates will begin April 21 and continue until the rossition is filed. Seals a letter of application countinue as attenuent of interest and qualifications, and a vine containing names, addresses and telephone numbers of these references to: Dr. Scan Kelleher, Chair, Department of Political Science, University of Texas of the Perming Basin, Odessa, Texas 1976-2-301. The University of Texas is an EOE/AA.

Political Science/Comparative Politics: The Department of Political Science invites applications for a one year position at the rank of Assistant Professor, bearining Pail 1992. A Ph.D. in Political Science is preferred but an AID will be considered. The successful candidate should demonstrate a potential for teaching and scilointy excellence and a broad preparation in the field of Comparative Politics. Primary responsibilities will include: teaching undergraduate Saypes in introduction to Comparative Politics and a senior a minar in gregual on all Affairs. Additional course offerings are

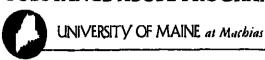
open. The teaching load is the equivalent of four courseashires preparations per temester. The deadline for receipt of complete applications is May 8, 1921, James Medicon University is an ANEO employer and encourages applications from women and minorities. Hiciag is subject to budgetary contraints and salary is competitive. Applicants should send visce, transcripts, and three letters of recommendation to: Comparative Polisics Socrac Committee, Department of Polisical Socrac Committee, Department of Polisical Science, James Madicon, University, Harrisonburg, Virginia 22807.

Political Science/Economics: Jamestown Community Collogs's Jamestown Computs seeks a political science/economics instructor to fill a one-year replacement position for the 1992-39 academic year. Teaching responsibilities include courses in Assertana, all law; stare and local government; and minoro-economics. Master's degree and some loaching experience severand some loaching experience severand some loaching experience. Seafar rauge: 33, 200-329, 200. Seview of applications will begin April 20, 1992. Send released and latter of International Control of the Control of th

Political Science/International Relations: The Department of Political Science at the College of Charletton Invites applications for an aspectational to a squarer visibles

#### SEARCH REOPENED COORDINATOR OF ALCOHOL AND SUBSTANCE ABUSE PROGRAM

erik kan elekaka kan kan kan kan kan kan elekaka elekak elekak elekak elekak elekak elekak elekak elekak eleka



Ten-month per year appointment (August-May) with possible extension Qualifications: Training in mental health, substance abuse prevention; ability to organize student groups; ability to present public lectures/workshops. Master's Degree preferred in student affairs, counseling, or related area. Applicant must be familiar with multi-modal treatment/prevention strategies as well as developmental theory as its applies to college students. Competitive salary; pleasant working environment; excellent fringe benefits.

Send letter of application, résumé, and three current letters of reference to: Steve Birchak, Search Committee Chair, University of Maine at Machias, 9 O'Brien Avenue, Machias, Maine 04654; telephone (207) 255-3313, ext. 331. APPLICATION DEADLINE: MONDAY, APRIL 27, 1992. The University of Maine at Machias, located near the coast, is a 1,000-student, independently accredited campus of the University of Maine System offering undergraduate degrees in education, liberal arts, science and business.

The University is an Equal Opportunity, Affirmative Action Employer.
Women and minorities are encouraged to apply.

# Director

Academic Advising Resource Center

A Director is sought for providing creative, resourceful, dynamic feadership for a new office serving 2800+ undeclared and underprepared students. The Director reports to the Associate Dean for Advising and Curriculum for Entering Students (ACES) and will participate with ACES planning and activities. Northern Kentucky University is a comprehensive state-supported institution of 11,000 students located in the Greater Cincinnati metropolitan area.

Responsibilities: Office management, staff training and supervision, advising students, programming, unit assessment, significant contact with Academic and Student Affairs staff and fostering university-wide improvements in advising. Qualifications: Masters degree and 4-6 years successful experience as an academic advisor, administrator and/or faculty member required. Preferred: Evidence of quality publication design, office management, oral presentations; familiarity with developmental advising, student retention programs, and computer applications.

Send statement of interest with these (3) letters of selections.

Send statement of interest, vita, three (3) letters of reference, statement of advising's role in higher education, and supporting materi-

Or. David D. Tukey Associate Dean, ACES Northern Kentucky University Highland Heights, KY 41099-6300

Review of applications will begin May 15, 1992; position available July 1, 1992. Starting salary range low to mid \$30's. Northern Kensucky University is an affirmation action/equal opportunity employer and actively seeks the candidacy of minorities and women.

#### DIRECTOR MASTER'S PROGRAM IN BUSINESS ADMINISTRATION



Heidelberg, a private liberal arts college, is planning to extend its under-graduate business administration program to the Master's degree level. We are looking for the key individual to conduct a needs assessment, and to develop and lead the program.

If you are interested, have an earned doctorate and significant successful teaching and business experience, we'd like to hear from you.

Dr. W.T. Wickham
Department of Business Administration and Economics
Heldelberg College
310 East Market Street
Tiffin, Ohio 44883

Heidelberg College is an equal opportunity, affirmative action employer.



Coverage of breaking news that affects higher education—from state capitals, academic conferences, and campuses throughout the country and the world -

every week in The Chronicle.

# RANSOM EVERGLADES SCHOOL

MIAMI, FLORIDA

Ransom Everglades School is an independent, coeducational, nonsectarian, college preparatory day school enrolling 785 students in

The Associate Director of Development has primary responsibility for the direction of the annual giving program. Other areas of responsibility include alumni activities, selected corporate and foundation efforts, and coordination with overall development office

A minimum of a bachelors degree and prior successful experience in directing annual fund raising are required. Competitive salary is commensurate with experience.

Pleases submit a letter of interest and a resume to:

Janet S. Wiard Director of Developmen Ransom Everglades School 3575 Main Highway Miami, FL 33133



#### FLORIDA A&M UNIVERSITY Director, Student Affairs

(Student Activities)

Florida Agricultural and Mechanical University (FAMU), a fally accredited comprehensive university in the Florida State University System, invites applications and nominations for the position of Director, Student Affairs (Student Activities). An Instartically Black institution which was founded in Tallahassee in 1887, FAMU consists of 12 schools and college with an enrollment of approximately 9,000 students and an operating budget in excess of \$50,000,000 and approximately 1200 employers. RESPONSIBILITIES:

RESPONSIBILITIES:
The Director. Student Affairs (Student Activities) reports directly to the Assistant Vice President and Dean of Student Affairs. The Director will be responsible for the operation of the Student Union Complex, a multi-purpose facility; the organization, staffing, direction, coordination and evaluation of student activity programs which includes programming an student entertainment, intrinsumal sports, academic and developmental seminars and university programs; the oversight of student organizations; coordination of off-campus community service programs; management of a composite of budgets which approximates over one million dollars for operations and activities inclusive of student government association budget; and coordination of university-wide functions, e.g. convocations, commencement and other similar functions. QUALIFICATIONS

Master's degree in behavioral sciences, or social sciences or related area and aix years of appropriate experience; or a bachelor's degree in behavioral sciences or social sciences or related area and eight years of appropriate experience. Prefer individual with experience in student activities, the operation of a multi-purpose facility and the handling of budgets.

Salary: \$42,000 Application deadline: All applications must be received by 5:00 p.m. on April 30, 1992. Application procedure: Applicants should submit a cover letter and a current

Personnel Relations
211 Foote-Hilyer Administration Center
Florida A&M University
Tallahasseo, Florida 32307

Florida A&M University is an equal opportunity, equal access university

relations / comparative politics. Primary teaching responsibilities will include introductory courses in international relations and/or comparative politics and advanced African area studies. An ability to teach a one somester Western Political Thought course would be an advantage. A commitment to both excellence in teaching and research is essential. Ph.D. and prior teaching experience preferred. The normal The Department has eleven full-time empressed as a gaproximately 500 undergraduate majors. Safary is competitive based on qualifications and experience. The College of Charleston is a competitive based on Qualifications and experience. The College Outline Contents of the position is filled. EOE, encourages women and minoriales to apply.

Psychology: Psychologist: (VL \$0224) University of California, Dayls, Counseling Psychologist to provide brief, developmental contents of the position of California provide brief, developmental contents of the position of California provide brief, developmental contents of the position of the position is filled. EOE, encourages women and minoriales to apply.

South Carolina 29424 by April 20, 1992. Political Science/Philosophy. We are secking to fill a pone-year sabbatical replacement position in political philosophy beginning August 1992, with a sood possibility for renewal for a second year. Applicants should demonstrate a recilionce in teaching undergraduates in a strong liberal arts setting and should be broadly trained. A second field in American politics is destrable. Teaching responsibilities may include the departmental introduction to Politics course, both survey and advanced courses in political philosophy, and constitutional law or American political thought. Please send leiter of application, along with transcripts, letters of reference, and a writing sample to Pro-

# MU Marquette University

#### Associate Director of Development

grades 6 - 12.

functioning,



#### **LEHIGH UNIVERSITY** Assistant Director of Residence Life

Position Responsibilities:
The Assistant Director of Residence Life is primarily responsible for muritaring an environment which enhances academic achievement, social and personal growth. The specific responsibilities include, supervision, selection, training and evaluation of graduate half directors, and undergraduate staff members; serve as administrative healing officer for judicial matters, tacility management, crisis intervention and counseling; assist in the ocerall planning of the residence life program, and serve as a liamon with other university offices. The Assistant Director reports directly to the Assistant Dean of Students for Residence Life.

Qualifications:

a Master's Degree in Higher Education Administration or related field.

b. Two to four years of professional experience, preferably in residence life.

c. Excellent interpressonal skills,

d. Asia to show high inflative and motivation.

e. Previous supervisory experience is preferred.

Frevious supervisory experience is preferred.

Provious requires a willingness to assume one-call duty, some evening and weekend hours, as well as emergency response to cross situation. Salary: Competitive.
Deadline: April 29, 1992.

Terrence M., Curran Associate Dean of Student Lik-University Center #29, Room 210 Tehigh University Bellitchem, PA 18015

Leligh University is an Affirmative Action. Equal Opportunity Employer



Ohio Wesleyan University seeks a talented and energetic Director of University Counseling Services to Join the CAP Center, which is the primary campus human service agency comprised of Counseling Services, Career Services, and Minority Student Atlairs.

Responsibilities include inclividual and group counseling, crists intervention, consultation, outreach and prevention efforts. He/she will supervise one Ph.D.-level counselor and manage the University testing programs (e.g., GRE, CAT.

Qualifications: Ph.D. in Counseling Psychology or closely related field, licensure or eligibility for licensure, three years' experience in a college or university counseling center are required. Excellent written and oral communication skills, ability to relate effectively with members of the University community and service users are required. Preference will be given to those

contract: This is a twelve-month, administrative contract which is renewed on an annual basis. Salary is competitive with a comprehensive fringe benefits package. Minority candidates are especially encouraged to apply.

Application Information: Send letter of application, resume, graduate transcript, placement credentials and/or three current letters of reference to: Ohio Wasseyan University, Donald G. Chenoweth, Ph.D., Dean of Student Services, 230 Hamilton-Williams Campus Center, Delaware 43015. Application deadline is April 22, 1992.

Oblo Wesleyan University is an Equal Opportunity, Affirmative Action Employer

#### Connecticut College Director of

Director of Human Resource 270 Mohegan Ave., Room 111-C New London, CT 06320

**BULLETIN BOARD: Positions available** 

**DIRECTOR OF** 

**PUBLIC RELATIONS** 

GENERAL INFORMATION: Marquette University is seeking a creative, energotic, resourceful Director of Public Relations. Reporting to the Vice Prosident for University Advancement, the Director is responsible for the University's public relations, media development, publications and special events programs. The Director will also integrate his/her discipline with total University promotions including admissions, alumin relations, development and advertising. The Director's primary responsibilities are to position, develop and implement a three-dimensional image of the University, define the University's target markets, create key approaches to address these markets and establish criteria for overall program success.

QUALIFICATIONS: The successful candidate will have sound managu-ment skills, be an effective facilitator, atrong communicator and team builder and evidence a fundamental sense of humor. The successful candidate will also have a Bachelor's degree and at least seven years of public relations or directly related experience.

APPLICATION: Submit nomination or letter of application and current resume by April 30, 1892 to:

Royster C. Hedgeputh
Vice President for University Advancement
MARQUETTE UNIVERSITY
1212 West Wisconsin Avenue, #615A
Milwaukas, Wi 53233

Marquotto University is an Affirmative Action, Equal Opportunity Employer.

Coordinator of

Minority Recruitment

Connecticut College seeks a highly motivated, imaginative in-

dividual to play an important role in all aspects of the Admissions Office with particular responsibility for the recruitment of minority students. Strong writing and speaking skills and a willingness to handle considerable responsibility are needed, as well as the personal presence necessary to represent effectively the values of an undergraduate liberal arts education. The ability to

respond to the concerns and interests of the minority community

This position will be at the Assistant or Associate Director level, depending upon the experience of the successful applicant.

Send a letter of application, resume and names of three references

tiqut College is an Equal Opportunity/Affirmative Action Employs

at the College is crucial.

by April 30, 1992 to:

sexual orientation.

Psychology: Visiting Associate/Pul/Retired Professor: Developmental Psychology. The University of New Mexico is seeking a person with an essablished record of published research and teaching in developmental psychology for a one year half-time visiting position during the 1992-93 academic year, dibough other one undergraduate level course per semester for the academic year, allbough other arrangements, including a 2 course load for one semester are possible. Preference will be given to persons interested in becoming involved with outpuls presearch projects in our department or those interested in conducting independent research while in residence. Women and minorities are especially invited to apply. Send vita, cover letter describing teaching and research interests, selected reprints and three lotters of recommendation to: Professor Lynette Friedrich Cofer, Developmental Search Committee, Department of Psychology, Logan Hall, University of New Mexico, Albaquerque, New Mexico 87131-1161. To ensure full consideration, completed applications should be received by May 15, 1992. An

Employer.

Psychology Birmingham-Southern College invites applications for a one-year temporary position with the possibility of continuation as tenure track, Appointment will be as Austisanj or Associate Professor of Psychology. Ph.D. in Psychology preferred, ABD copasidered, Teoching load is seven courses for the other month academic year. Teaching responsibilities will include courses in introductory, personality, clinical, and psychological disorders. Willianess to teach a course in the psychology of gender a plus, Birmingham-Southern College is a selective, private, liberal arts college located in a metropolitan area of one million. Review of applications will begin on April 24 and continue until the position is filled. To apply, sond a letter describing teaching interests and experience, a vitae, and three letters of recommendation to: Dr. Edward Lablonte, Chair, Division of Behavioral and Social Sciences, BSC A7, Birmingham, Aisbama 35254. BSC Is an equal opportuni-

from candidates of diverse ethnicity and ty employer. Qualified women and mino taxual orientation.

Ity group membera are urged to apply.

Psychology: Psychologist: Social/Experincital, Togurs track position at Assistant Professor level (pendins budgetary approval). Ph.D. required, teaching experience preferred. ABD will be considered, Candidate should be prepared to teach 12 credit homes por semester including introductory Psychology and graduate and undergraduate togurs in Social and Experimental psychology. Duties include student adviating, teaching evening classes, and supervision of graduate and undergraduate research. Salary is competitive and commensurate with experience. Review of application materials will begin April 6, and will continue until the position is filled. Send vitue, three letters of recommendation, and reprints to: Dr. Jim Hurthut, Department of Psychology, Southern Consection State University. 301 Creacent Street, New Haven, Consection 6515. CSU is an affirmative action, equal opportunity employer.

Psychology: Psychologist: Developmental/ Experimental. Tonure track position at As-sistant Professor level (pending budgetsry papermenta. Legare tras postuous at Assistant Professor level (pending budsetery
approval). Ph.D. required, teaching experience preferred. ABD will be considered.
Candidate would be prepared to teach 12
credit hours per semester including introductory Psychology and graduate and undergraduate courses in Developmental and
Experimental Psychology. Dutles include
atudent advising, teaching evening classes,
and supervision of graduate and undergraduate research. Salary is competitive and
commensurate with experience. Review of
application materials will begin April 6, and
will continue until the position is filled.
Send vitae, three tetters of recommendation, and reprint to: Dr. Jim Huribut, Deperiment of Psychology, Southern Consection Siste University, 501 Crescent
Street, New Haven, Connecticus 6515.
SCSU is an affirmative action, equal opportunity employer.

Psychology: Assistant/Associate Professor of Psychology. Teach range of understudu-ate courses, including seneral and ad-vanced courses in clinical, learning (includ-ling tests and measurements), educational.

## Quality Productivity Management Degree Completion Program

Marian College of Foad du Lac invites applications for the position of Director of Quality Productivity Management (QPM) Degree Completion Program. The primary responsibility of the position is to coordinate the planning and implementation of all elements of the QPM program. The Director reports to the Assistant Dean of Evening/Weekend Programs. This is a 12-month position and has possible tenure-track faculty status. A master's degree is required in a business-related field, or an MBA; and background in business research methodology. Excellent human relation skills; foundational attitude of respect for and understanding of adult learness; ability to work independently with high self-motivation, ability to creatively envision new structures to meet community and student needs. Teaching and administrative experience preferred.

To apply, submit a cover letter, vita with a copy of master's research abstract, names, addresses, and telephone numbers of three references, alary requirements to: Director of Human Resources, Marian College of Fond du Lac, 45 S. National Ave., Fond du Lac, Wisconsin 54035.

Applications will be accepted until position is filled. AFFIRMATIVE ACTION, EQUAL, OPPORTUNITY
EMPLOYER, FIDICATOR

ate required by August 1992; teaching ex- | times until position in filled. Apply to Dr.

A calendar of forthcoming meetings, conferences, workshops, and institutes of importance to scholars and college

every week in The Chronicle.

#### Francis A. Countway, Library of Medicine

The completion of a major strategic planning process at the Francis A. Countway Library of Medicine, which serves the Harvard Medical School and Boston Medical Library, has created several initiatives which are currently in the develop-ment stage. Key to fulfilling our mission for maximizing accessibility to our outstanding 500,000 volume collection is our Technical Services staff of 20, who will be involved in the inventory of the current monographic collection, the retro-spective conversion of 70,000 filles, a serials binding project, and modification of the acquisitions fiscal processing.

#### **Collection Development** Librarian

Reporting to the Director, the successful candidate will have primary responsibility for planning and carrying out effective development of the Library's collections. You will manage development of the Library's collections. You will manage long-range planning for resources by determining collection development priorities and needs. You will oversee the preparation of various management reports, collection development policies, the Collection Development Manual, establish and maintain communication channels with campus and university-wide information sources and participate in annual allocation of the Library Materials budget. You will manage on-going collection analysis, represent the Library to annual allocation of the Library Materials budger, fou will manage on-going collection analysis, represent the Library to internal and external organizations, develop cooperative collection development activities with other libraries and work with the Library Director on fund raising and donor

We seek a proven, team-oriented communicator with an MLS from an ALA-accredited school jadvanced degree in a scientific field preferred), plus a minimum of 8-10 years. collection development experience in a major academic health science library. Knowledge of major issues related to collection development and preservation is necessary, as are demonstrated planning, fiscal, communication and analytical

Send cover letter, resume, and list of 3 references to Diane Lamarre, Harvard Medical School Employment Office, 164 Longwood Ave., Boston, MA 02115. Harvard upholds a commitment to Affirmative Action and Equal Opportunity.

Harvard University



#### **DIRECTOR OF ANNUAL GIVING /** ASSISTANT DIRECTOR OF MAJOR GIFTS

7

U.C. Santa Barbara is looking for an experienced fund raiser to manage the University's annual giving programs up to the \$10,000 level for the Development Dept. Req: Substantial fund-raising experience, preferably in a university setting and a 8.4. or equivalent, Experience with volunteers prefered \$45,700-\$57,100/yr. One year renewable contract. Apply by 5/1/92 for primary consideration. Open until filled. Refer to job #92-03-025 SC. Sond résumé to:

Personnel Services/Employment Unit University of California, Santa Barbara South Half, Room 3607 Santa Barbara, CA 93106-3160

**AAÆÖE** 

Professor level beginning with the Fall 1992 semester. Ph.D. required. It is a tenure track position of Assistance track appointment with a possibility of edulational summer teaching. The position involves mainly undergraduate teaching at the beginning with gradual additions of graduate courses. Since the program at Duquiesne has an existential-phenometrological emphasis, it is expected that applicants would have some demonstrated interest in and femiliarity with this approach to chincal/counceling issues. Dequested interest in and femiliarity with this approach to chincal/counceling issues. Dequested theretain a Affirmative Action Program. Interested persons should submit a résumé, references and insulties to: Rolf van Eckarisbers, Chair, Search Committee, Dopartment of Psychology, Dusquesne University. Secondary and induffes to: Rolf van Eckarisbers, Chair, Search Committee, Dopartment of Psychology, Dusquesne University. Secondary (Issuesne). Chair Department of Psychology (Issuesne University). Secondary (Issuesne). Psychology/Research Psychologist (Statis-Psychology/Research Psychologist (Statis-Psychologist (Statis-Psych

be considered until postition is filled.

Psychology/Research: Psychologist (Statistical Research), \$28,000 per year, immedials opening. Will be responsible for the design, intelementation and analysis of computer augmented psychological behavioral research. Specific duties include the creation of computer programs for the assimilation and analysis of data with advanced statistical methods, including statistical modeling, multivariate analysis and foregating, and consultations with our institutional and balness clientele. Require Experimental Psychology Ph.D. degree with an emphasis on Quantitative Analysis relations to economic balavior; thency in SPSS and BMDP statistical packages for VAX/VMS mainframe, PASCAL and at least one other major computer language for malogues, personal consecutes and data base management. Submit speciations to the Georgia Department of Labor, 1275 Clarendon Avenue. Avondele Estates, Georgia 1002 or the nearest Georgia 100 Service Center, Order Nusber 5334870.

Public Administration: California State

vMS mainframe, PASCAL and at least one other major compoter language for major frame, personal computers and data base management. Submit applications to the Georgia Department of Labor, 1275 Clarendon Avenue. Avoadale Estates, Georgia 30002 or the nearest Georgia Job Service Center, Order Nuesber 5534870.

Public Administration: California State University, Los Appelos, invites applications, and proposed of personal of present of the Control of a present of the Control of the Cont





#### Athletic Director

The Wichita State University seeks nominations and applications for a non-tenure track appointment as Athletic Director. The successful applicant will be an experienced leader, administrator, and fund raiser who understands and appreciates both the student athlete and the general role of athletics at an urban university. Salary is competitive, and a bachelor's degree is required.

Currently, a university-led task force of Wichita business and community leaders is studying our entire athletic program for the purpose of evaluating the present situation and charting goals for a future aports program. The new Athletic Director should view this approach as an appropriate challenge and significant opportunity.

Wichita State is a Division IA school well known for basketball and baseball. Community support is strong for our athletic, cultural, and educational programs. The enrollment of 16,000 is dispersed in six degree-granting colleges (Liberal Arts and Sciences, Business, Education, Fine Arts, Engineering, and Health Professions) and the Graduate School. While located in an urban area, the campus maintains a park-like setting which displays our world-famous outdoor sculpture collection, has its own 18-hole golf course and University Club, and possesses a spacious physical fitness and recreation center.

With a population of 300,000, Wichita offers a pleasant mix of cultural and recreational events both urban and rural. The cost of living has remained moderate, and the area is a good place to raise a family.

Application deadline: April 15, 1992. Send letter and resume to Provost Rex L. Cottle, The Wichita State University, 1845 Fairmount, Wichita, Kansas 67208-1595.

The Wichita State University is an AA/EEO employer.

#### PACIFIC UNIVERSITY

Director of Carcer Services: Pacific University is seeking a dynamic, self-molivated individual for an amicipated position as Director of Carcer Services beginning with the 1092-1993 scademic year. This is an opportunity to establish a comprehensive program primarily for undergraduate students in our college of Arts and Sciences. Strong program planning, counseling, and job search skills essential, as is the ability to work effectively with a dedicated faculty. Developing relationships with potential employers will be a major responsibility as well. A Master's degree is preferred, but experience may be substituted in lieu of an advanced degree. To apply, send a letter of interest, a resume, and the matters of three references by April 18, to: Meg Offiers, Dean of Students, Pacific University, Forest Grove, Oregon 97118.

Realdest Directors Professional, (lut-lute, 12-month position. Responsible for selvancing comprehensive student development program with 150-300 residents plus additional program responsibilities. Sacietor's degree required, Master's preferred. Competitive salary plus room and board and full benefits protage, will interview at Western Placement Exchange on April 9 & 10 or send resume and manue, addressee, and telephone numbers of three references by April 18, 1992 for Eric Grossella, Resident Director Search Committee, Facility University, Forest Grove, Oregon 97116.

Please call ingrid Unicracher at (503) 559-2212 to request description for either of the above tob descriptions.

the above job descriptions.

Pacific is a small selective University with a College of Arts and Sciences, and graduate programs in the health professions. The undergraduate college is distinguished by close mentoring relationships between students and faculty, and an active campus community. Located in Porest Grove. Oregon, fucific is a short grive to the Oregon coast, the Cascade Hountains, and the scarby city of Potland. Tattific University is on Equal Opportunity. Affirmative Action Employer.

Research / Blochershiry: Research Associate. Will engage in research in the motociate. Will engage in research in the motociate will engage in research in the motociate will engage in research in the motociate. Will engage in research in the motociate will engage in the research in the motociate will engage in the research in the motociate will be subjected formation and research will be research in recombined electron microscopy, video microscopy and image processing techniques including research experience in recombined electron microscopy, under motociate will be research in the motociate will be research in the research



#### Director, Student Employment Center

The Director is responsible for the management of centralized student employment services and programs for the campus. This includes providing leadership to the staff who coordinate on-campus recruiting through career fairs and interview scheduling; develop job search skills through individual counselling, workshops, and seminars; and, provide services for part-time employment both on and off the campus. The Director is responsible for developing the initiatives to keep the faculty of the six colleges informed on employer needs including career market information and job skills required for entry-level positions. Also, the Director is responsible for coordinating employer development activities and for interpreting the various curricula of the University.

Preferred qualifications include a relevant Master's degree and 7-10 years' experience in the Career Planning/Placement area or college recruiting. Applicants with other combinations of qualifications and a proven record of administrative leadership will be considered. To apply, send a letter of application, récumé, and a list of five references to Search Committee, Office of Student Affairs, University of NC at Charlotte, Charlotte, NC 28223, Review of applications will begin May 15 and continue until the position is filled. A start date of 7/1/92 is anticipated.

UNC Charlotte is an AMEGE employer.



AREA COORDINATOR - (Anticipated Openings) Student Affairs

Smith College invites applications for the position of Area Coordinator. This is an entry level position tesponsible for a student residence area consisting of eight to claven living units. Each area houses between 500-700 women. Area Coordinators directly supervise the Head Residents in each house and assist with the design and implementation of the Head Residents olection, training, and evaluation processes. Other responsibilities include: counseling, liaison with College services and dispute resolution. Each area coordinator will have additional responsibility for specific student affairs projects such as liaison for leablen and bisexual concerns or student-led workshops. Bachalor's degree with residence hall staff exporience required; Master's degree with residence ball staff exporience required; Master's degree with residence ball staff exporience required; Master's degree with residence ball staff exporience and board, and College benefits. Review of applicants to begin on April 20, 1992. Applications accepted until all positions are filled. Send letter, résumé, and three letters of reference to: Employment Group, Office of Human Resources, Smith College, Box 500, Northampton, MA 01063.

An Affirmative Action, Equal Opportunity institution Minorities and women are encouraged to apply

#### DIRECTOR OF PROSPECT MANAGEMENT AND RESEARCH **CLAREMONT UNIVERSITY CENTER GRADUATE SCHOOL**

The Claremont University Center and Graduate School, a member of The Claremont Colleges, is seeking a Director of Prospect Management and Research to join its development staff.

Research to join its development star.

The position is responsible for supporting the work of development officers by managing a comprehensive program of donor identification, rating, and strategy, and managing and coordinating the solicitation process. This position and assigned stall are responsible for donor research and the management of the office's data base, gift records and computer system. The position is a member of the senior development team and requires a BA with 5 or more years' experience using high level skills in data management, prospect research and development. Submit résume to: The Claremont Colleges, 150 E. 8th Street, Claremont, CA 91711; (714) 621-8048.

EOE/AA M/F

# PRINCETON UNIVERSITY

Associate Dean of the Faculty

Princeton University is seeking an Associate Dean of the Faculty for an appointment to begin September 1, 1992. Applications or nominations with supporting material should be re-ceived by May 15, 1992, and should be sent to:

#### SACRED HEART UNIVERSITY

Established in 1963, Sacred Heart University is an independent Calbohe comprehensive university in beautiful Fairfield, Connecticut, serving a student population of about 4,300 students. In the third year of implementing a comprehensive expansion plan, the University has experienced a surge in both applications and enrollment and is adding residential housing, an athletic/recreational complex and is enhancing its academic programs. The University currently has 2 open positions:

#### DEAN OF STUDENTS

Responsible for the leadership of and budget management for the officer of: Student Activities, Health Services, Career Planning, Counseling and the University's Residential Life program. The Dean administers the Swelet Judicial System, advises students, supervises the development of student policies as well as the publication of the manual Student Handbook. A Muster's degree is required, as well as 5.1 years of prior administrative experience in student affaits in the area of advising or counseling Strong interpersonal and communication skills are also required. Salary range approximately \$38,000 to \$42,000.

#### DIRECTOR OF RESIDENTIAL LIFE

Reporting to the Dean of Students, the Director will be responsible for developing and administering a comprehensive housing program with appropriate policies for Sacred Heart's newly established residential entronment. The Director will also work closely with Campus Security to establish a proactive crime prevention posture within the housing environment. This is a live-in position with leadership responsibilities for residence assistants which emphasizes the linison role between the students and administration. The ideal candidate will have a Master's degree in counseling or related discipline, superior interpersonal skills and substantial student housing experience. Salary is highly competitive with a furnished apartment, full meal plan and benefits.

Qualified applicants should submit a letter of application, résumé and references by May 8, 1992 to:

Office of Human Resources Sacred Heart University 5151 Park Avenue Fairfield, Connecticut 06432-1000



Sucred Heart University is an Allirmative Action, Equal Opportunity Employer. Women and Minorities Encouraged to Apply.

#### **ASSOCIATE DIRECTOR OF RESIDENTIAL PROGRAMS**

The Department of Residential Programs is responsible for the welfare and student development aspects of 7,000 resident students and is staffed by 35 professional and nearly 400 student steff members. This integral member of the department's senior staff assists the Director with the overall operation of the Residential Programs Department and is responsible for the day to-day supervision of the six Quad Directors and their respective professional and student stalls. Specific duties include: directs the development and implementation of residential policies and procedures; develops guidelines for residential programs and activities and maintains records of all residence hall programming administers all programming. administers all programming and staff development accounts; works closely with residence hall staff development accounts; works closely with residence hall staff and campus judiciary to ensure that student con-duct codes are implemented fairly; oversees the pro-duction and distribution of major departmental publi-cations; and serves as the primary advisor to the Residence Hall Association

Qualifications: Master's degree in Student Personnel Administration, Higher Education, Business Adminis-tration or related field is required; doctorate preferred. Five years of professional experience in residence half administration which must include direct supervision of professional staff is required.

Compensation: \$40,000-\$44,000 and excellent bene-

Résumes will be accepted until April 30. Submit résumé, list of references, and cover letter to John A. Mueller, Search Committee Co-Chair, Division of Campus Residences, University at Stony Brook, Stony Brook, NY 11790-0651. SUNY at Stony Brook is an Africant Brook is an Africant Stony Brook is an Africant Brook is an Af firmative Action, Equal Opportunity Educator and Em-

# STONY BROOK

Braska 68198-6805, AA/EEO

Research/Blological Science; Research Associate, Qualified applicants are invited to submit retunes for a position of a research associate. The candidate is expected to conduct research which focuses on the molecular characterization of two novel human proto-oncogenes and the molecular analysis of chromosomal reservangements found in human tumor. The candidate's dutles will include a multitude of recombinant DNA techniques to characterize the affucture and function of specific protein kinase genes. These procedures include cDNA cloning, screening cDNA libraries, DNA sequencing, PCR amplification, putsed feld see electrophoresis in vitro translation, and southern, porthern and some western blottles procedures. Some familiarity with cytografes and medical background in tumor biology, particularly with regard to lung cancer, are very beneficial to the proposed work. Candidate is expected to have an M.D. or Ph.D. degree

Conter, 600 South 42nd Street, Omaha, Nebraska 68198-6805. AA/EEO.

Research/Biological Science: Research Associate. Dealified applicants are invited to submit resumes for a position of a research sociate. The candidate is expected to conduct rose careful to the candidate is expected to conduct rose careful this flower or a position of a research part of the candidate is expected to conduct rose careful this flower on the mofirmative Action Employer.

Research/Biological Science: Research Associate. Function as lead technical energy of the successive for ilsa-ue culture and hepatic mitochooks work for a laboratory directed towers must be both; analysis of liver cancer and diabets; perform biochemical assays of various compounds including DNA, glucose and compounds including DNA, glucose and control cellular metabolites; perform associated human cells; prepare associates for assisting the computer programs for data analysis and graphical presentation of entity yells and graphical presentation of entity yells and graphical presentation of entity secured: B.S. in Biological Science; specience in liquid and thin layer chromosomeraphy; FPLC; familiar with SAS; animal handling and surgery action assisting and surgery actions and mammantan



Associate Dean of the College of Agriculture

and Life Sciences

For the Cooperative Extension Service

\$61,548-\$74,726 PER ANNUM

finimum Qualifications: Education and Experience—an earned Doctorate in a field related to Extension with at least two years in xtension and administration are required. Destrable Qualifications: Pacific Regional knowledge experience, record of Exercision ublication, record of securing and administrating grants and contracts, demonstrated about to establish and promote his with governmental, ornmunity and international organizations, university or college faculty/administrative experience, experience in both research and extension.

Submit current vita, an official transcript from institution awarding highest degree and unofficial transcripts of other degrees earned, three current letters of interence sent directly from persons broadedgeable about the applicant's academic and administrative performance, and request for official application for Dr. Randell Workman, Chairman, Associate Dean of Estension Service Search Committee, co Personnel Services Division, UGG Station, Manglao, Guarn 96923

For more information, call Personnel Services at (671) 734 9109, 734 9535, or call Dr. Juhn Ricket toll free at 1 900 821 9233. Application deadline: May 29, 1992 (postmarked). EEO/AAE.

#### **DEAN OF HOMEWOOD STUDENT SERVICES**

BULLETIN BOARD: Positions available

The Johns Hopkins University Invites applications and nominations for the position of Dean of Homewood Student Services. The Dean is responsible for Initiating, developing and maintaining programs and services that complement the University's learning environment and enhance the academic and personal development of students. Major responsibility lies in functions relating to student life, including enrollment management, student services, student affirmative action, student development, and student relations and activities.

dent relations and activities.

The Dean of Homewood Student Services reports to the Deans of Arts and Sciences and Engineering and has a major role on the senior management team, including planning, coordination, and resources allocation. The Dean has overall responsibility for the Counseling and Student Development Center, the Student Health Clinic, Student Activities, Minority Student Services, the Athletic Center, Auxiliary Services, Housing and Residential Life. Admissions, Financial Ald, the Registrar's Office, and the Homewood Schools Student Business Office. The Dean administers an annual budget of \$41 million.

The successful candidate will have a record of demonstrated accomplisi ment in executive leadership and management in student-related activities in a research university or its equivalent, excellent communications and human relations skills, demonstrated commitment to affirmative action, and a high degree of creative nergy and capacity for hard work in an intense, challenging and diverse community. A minimum of seven years of relevant experience is required. Doctorate preferred, earned Master's degree provided.

In order to be assured of consideration, please send application materials to arrive no later than 5:00 p.m. on Monday, April 27, 1992. Applications should include a personal statement of interest and qualifications, along with a complete resume and the names, addresses and telephone numbers of five references. Please respond to:

Dean Search Committee The Johns Hopkins University 146 Garland Hall 34th and Charles Sts. Baltimore, MD 21218

AA/EOE Smoke-free and Drug-free

## LINFIELD COLLEGE **DEAN OF ENROLLMENT SERVICES**

Position begins on or about July 1, 1992. Master's degree required. Success-ful experience in college admissions and financial aid, with excellent organi-zational, management, and recruitment abilities needed. AA/EOP. Send letter, résumé, and reference names to:

physiology; expertise in a full range of blochemical sasays, analyzing enzymes and cellular metabolicas; expertise in experimental design and method, and results analyzing; expertise in basic histological techniques; expertise in mitochondria preparation, including separation of subcellular components; eligible to qualify to work with radiostonces, \$21,000/ver, 40 bours/week, 9:00 a.m.-5:00 p.m. To spply: mail two copies of your returned with Job Order # or with copy of all or Department of Employment Services, \$300 C. Street N.W. Room 335, Washinston, DC 2003.
Job Order # 0107. Proof of legal right to work in the United States must be provided.

Research/Biological Sciences: Research Associate, Delign experimental strategy for studyins the immunosibothin sense diversity associate with a quantifortive biology, biophysics, bioensineering or related background. Pour to five years of research aspectation, and disease states. Ob hours/week, 9:00 a.m. 5:200, p.m. 5:206; minst have Ph.D. in Molecular Endocrinotory and one year's experience and knowledge of immunoglobulin sense families and subfamilies and their rearrangements characteristics, in the immune disease related to againg process; of immunoglobules; expertise in control of Surgery, 5841 Bouth Maryland Avenue, MC6033, chicago, Illinois 60637. The University of these controls of the control of the



The Director will solicit alum-

ni, parenta and friends of Tuits, and selected capital gifts through the phone/mail process; manage depart-ment staff and budget, ap-proximately 100 student workers and Tuffs' giving workers and time giving clubs and reunion programs; and cutivate and solicit key donors, including the management of an effective volunteer structure. Position requires Bachelor's degree in 4+ years experience in managing a college/university annual giving program; experience in personal solicitation and volunteer direction, and with phoneimal solicitation effort and reunion clas sess. Please send 2 copies of resume and cover letter to Deanna Roberts, Human Resources, Tuffs University, 189 Holland Street, Somerville. MA 02144.

Affirmative Action/Equa Opportunity Employer

#### DIRECTOR OF LIBRARY SERVICES

La Salle University invites applications for the position of Director of Library Services. Located in the northwest section of Philadelphia, La Salle is a Roman Catholic affiliated University offering baccalaureate degrees in Arts, Sciences, Business and pre-professional programs to 3,200 students in the Schools of Arts and Sciences and Business Administration and to 1,600 primarily part-time students in the School of Continuing Studies. An additional 1,200 students (primarily part-time) are enrolled in professionally-oriented Master's degree programs. The Connelly Library opened in 1988 and is a fully-automated facility offering the University community a combination of traditional library services and the latest in information technology. The Library presently has more than 345,000 volumes, over 1,650 serial subscriptions, 40,000 units. of microforms, and a continually expanding collection of media in electronic formats and electronic databases.

Applicants must possess a Master's degree from an ALA-accredited program. An additional graduate degree is preferred. Applicants should have a record of five years of progressively responsible staff and administrative experience in academic libraries. Selection will also be based on evidence of excellent communication skills; a strong service orientation; ability to work effectively with staff, faculty, students, administration, alumni, and other relevant constituencies; knowledge of library technology, including familiarity with developments and trends as well as practical experience with library automation; and active contributions to the profession through publications or leadership in professional organizations.

The Director of Library Services is responsible for the development, organization, and operation of Library Services; development of budgets, policies, priorities, and long-range planning. of Library resources, services, facilities, and staff; integration of Library resources and services with the University's mission and educational programs; and representation of the Library in the campus community, in the profession, and to the public. The Director has faculty status and is a member of the University's Curriculum Committee. Salary is competitive commensurate with qualifications and experience.

Review of applications will begin May 1, 1992. The position is available immediately upon selection. Applicants should submit a letter of application, full résumé, undergraduate and graduate transcripts, and three current letters of employment reference to:

> Library Search Committee c/o Office of the Provost CM 803 La Salle University Philadelphia, PA 19141-1199



La Salle University La Salle University is an equal opportunity, affirmative action employer.



# **CARLETON COLLEGE**

Assistant Dean of Admissions

Carleton College seeks an Assistant Dean of Admissions (or an Associate Dean, depending on level of experience) who will fulfill at the regular duties of an admission officer at a small, select, private liberal arts college. These responsibilities include: interviewing, traveling, reading applications and working on general projects. A major responsibility of this position is coordinating the alumni admission volunteer program. Applicants should have a Bachelor's degree, good verbal and writing skills, a genuine interest in people and an appreciation for liberal arts education. Two years of admissions or related experience in highly recommended. Knowledge of Spanish would be helpful, and experience with alumni programs highly desirable. Must have a positive and optimistic attitude. We encourage women and minority candidates to apply.

Carleton College is a highly selective, coeducational, reskiential, non-

Carleton College is a highly selective, coeducational, residential, non-sectarian liberal arts college with 1,850 students and approximately 200 faculty. The College is situated 45 miles south of the twin cities of apolis and St. Paul.

Applicants should send a résumé and names of at least three references to:

Paul Thiboutot Dean of Admissions Carleton College 100 South College Street Northfield, MN 55057

Application deadlins is Wednesday, April 22, 1992. The appointment will be made when a suitable candidate is identified. Corrieton College is an Affirmative Action, Equal Opportunity Employer.

Chicago is an Affirmative Action, Equal Opportunity Employer.

Research/Chemical Engineering Research Associate: Will perform, design, and conduct experiments in the field of the lectoral experiments in the field of the lectoral experiments and the field of the lectoral experiments and experiments are calculated to support experiments resection kinetics and product analyses, preparation of supported



#### Associate Dean, Academic Affairs

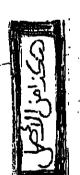
Peirce, located in Philadelphia, offers exciting growth opportunity for an experienced, dynamic professional as Associate Dean, Academic Affairs.

danage and administer daily operations of Academ Affairs Office, curricular design, and academic policies and procedures. Act as ficison between Academic Affairs and other organizational units of Peirce.

Masters degree required, 5 years recent diverse business experience in managerial position, 5 years teaching and administrative experience in higher education with emphasis in business/career related concentrations. Demonstrated competence in academic and administrative computing and ndependent decision making. Compatitive salary/benefits. Send cover letter, resume, 3 professional references to Ms. Barbara Wetzler, Dean, Academic Affairs, Peice Junior College, 1420 Pine Street, Philadelphia, PA 19102.

Application Deadline is April 30, 1992 Pairce Junior College is an EOE and AA amployer.

and unsupported multicomponent catalysts, determination of the obysical and chemical properties of the solid catalysts using x-ray diffraction, high resolution electron microscopy, x-ray photoelectron aspectroscopy, induction coupled plasma spectroscopy, induction coupled plasma spectrometer, laser Rasman and isfrared aspectrometer, temperature programmed reduction, oxidation, desorption and reaction, Mossbauer effect spectroscopy, and magnetization measurements. Resulpts Ph.D. degree in Caemical Engineering. Also requires one year's experience in the lob to be performed or one year's experience in the lob to be performed or one year's experience further consultant, and industry selective exidation of hydrocarbons using all of the techniques in the job to be described. Education to include completion of Ph.D. thesis in catalytic selective exidation of hydrocarbons. Homes 9:00 a.m. 5:00 p.m. 40 hours per week at \$25,000 per year salary. This is a university to work permanently is the U.S. Please send resurds as illusis Department of Employment and Taking Services, 10 North Service Avence, Indianapolita, Indiana 46204. 



# **STETSON**

#### DEAN OF THE SCHOOL OF BUSINESS ADMINISTRATION

Stetson University invites nominations and applications for the position of Dean of its School of Business Administration to assume duties July 1, 1973 or us early as January 1, 1903, if possible. The School is home to the department of accounting, finance, management, marketing, and information sections formation.

ing, and information systems/quantitative methods.

FILE SCHOOL: The School offers Bachelor's degrees as well as Mas-My's degrees in Business Administration and Accountancy. Stetson enjoys several distinctive programs such as the Joseph C. Prince Program in Entrepreneurship, the Roland and Sarah George Investment Institute, the Hollis Leadership Program, and the M. E. Rinker Institute of Tax and Accountancy. The School is newly housed in the Lynn Business Center, a modern four-story facility of over 50,000 square feet.

feet.

THE UNIVERSITY: Stetson University is a small comprehensive university located in DeLand, Florida. The DeLand campus consists of the School of Business Administration, the College of Arts and Scinces, and the School of Music, Stetson's College of Law is located in St. Petersburg, Stetson is Florida's oldest private institution of higher learning and has been consistently recognized for its quality. The Deland campus has approximately 2,000 students, of whom 800 are business majors. Stetson also enjoys a high quality faculty with 40% holding decloral or comparable degrees and a 13:1 student/faculty ratio.

ratio.

THE COMMUNITY: DeLand is a residential community of 35,000 located 20 miles west of Daytona Beach and 35 miles northeast of Orlando. The area offers extensive cultural and recreational activities.

THE DESIRED CANDIDATE: The successful candidate will: figure domonstrated experience and a commitment to represent the School of Business and Stetson University to the corporate/business community:

- ness community:

   in the leader of the School of Business faculty and he a collegial team worker within the School of Business and the University:
   have a successful, balanced track record in teaching, scholarship,
- and administration.
   An earned doctorate in a business-related field, and experience with AACSB accreditation will be considered an advantage. with AALSB accreditation will be considered an advantage.

  APPLICATIONS: Applicants should submit a detailed current vita and supply names, addresses and phone numbers of three references. All information should be sent to Professor William L. Ferrara, Dean Suarch Committee Chair, Provost's Office, Stetson University, DeLand, Florida 32720. All correspondence will be in strict confidence. The Search Committee will start reviewing applications on July 1, 1902 and will continue until the position is filled.

Stetson University is an Equal Opportunity Employer

# **Assistant Dean**

# Career Development & Alumni Relations

The Woodrow Wilson School of Public and International Affairs Princeton University is seeking an individual responsible for administering the office of career development, alumni relations and executive education, and for developing placement and internahip opportunities.

Will work closely with graduate program office and the office of the dean. Must have excellent organizational, communication and counseling skills and the ability to work with a broad range of groups, including students, faculty, staff and alumni. Experience preferred in university administration, career services and alumni relations. Graduate degree in public policy or related public policy experience preferred.

Applicants should send 2 resumes and a one page letter describing interests and qualifications for the position to: Princeton University, Office of Human Resources, Dept. 0539-DJ, Clio Hall, Princeton, NJ 08544.

# Princeton University

Research/Chemistry: Position available impredicted to a qualified chomist interested in pursuing biophysical study on membrane complex fields. Applicant will be responsible for idealaning and carrying out the synthesis of creamo-phosphorus and ultrorrection compounds; conducting the differential scanning calcrimetric experiments to elucidate the structure-function relationship of complex phospholyids. Applicants must have Master of Science degree or its equivalent in organic charastry with over two yeast, september of the characteristic complex and interest of the consistive with over two yeast, experience in synthesis of organic charastry with over two yeast, experience in synthesis of organic characteristics and included derivatives; and knowledgeable in modern spectroscopic, chromatographic and analysis techniques. Porty bours and \$323/week. Please send results and comes of three references to Dr. Ching-balen Huang, Department of Biochemistry, University of Vignisa, Health Science Center, Box 440, Charfotte-ville, Wignish 22908, BEC/AA Employer.

Virsicia 22908. BEC/AA Employer.

Research/Chemistry: Research Associate.
For the de sign and synthesis and counleie characterization of complex analistustante individual confloie characterization of complex multisustante individual confloie synthesis as well as other enzymes. A Ph.D. in Chemistry (with medicinal campinalis) with two years appertance as a research associate. Special requirements: refor laboratory experience with demonstrable expertise in (1) techniques involving down temperature and air sensitive reactions; (2) use of phosphonate and plusschate-contaging exampounds; (3) populed coupling methods; (4) protection/depotection of functional groups; (5) puri-deathor techniques includus crystallization, column, anavity, los exchange, then they and high performance liquid chromatic theory (HPLC); and (7) FTIR. LV sunsa sectionment and carbon) and analysis of data derived therefrom. Also proven knowledge and ex-

manuscripes for publication in scientific journals; to write iournals; to present the work at national scientific scientific meetings. A Fn.D. in chemistry and die Fh.D. dissertation must be in the area of inoyamic fillestrochemistry with special emphasis on smettic clays, 40 houralweek, 8 nm. 10 5 p.m. Salary vertisepment, Sead refunds to 7310 Woodward Avente, Room 415, Deitpil, Michigan 4202. Reference Number 19792.

Research/Computer Science: Research Associate. Research artificial intelligence programs: officiency problems. Investigate specialized mile-based systems and mailti-processors for their acceleration. Brush mailti-processors for their acceleration fruide mailtennical models to account for place mailting mailting and programs of the processor special properties of the properties of solutions. Ph. D. required in Computer Science. Must know Soen and OPS3 rule-based longuages. Rets and Treat daorithms, implementation of rule-based landings.

# THE COLLEGE OF SAINT ROSE

SEARCH RE-OPENED

The College of Saint Rose invites applications and nominations for:

## Dean of the School of Math and Sciences

The College of Saint Hose is an independent college, committed to the liberal arts and to professional programs. The College recently reorganized into four schools: Arts and Humanities, Business, Education, and Math and Sciences. The College serves 2,400 undergraduate and 1,200 graduate students. The 120 full-time faculty are student-intented and are dedicated to the teaching-learning process. The College is pleasantly located in the culturally rich and diverse Capital Region.

The School of Mathematics and Sciences includes the following disciplines: biology, chemistry, physics, medical technology, physical education, math, computer science, sociology, social work, and psychology. The School serves 455 FTE students with 27 full-time faculty and additional adjuncts.

Responsibilities: The dean will provide academic and administrative leadership for the School and will report to the Vice President for Academic Affairs. Responsibilities will include development and delivery of academic programs; faculty recruitment and development; evaluation; budget; implementation of policy and procedures; student progress; liaison with internal and external parties; some limited teaching.

- carned doctorate and credentials to qualify for appointment to rank;
   a record of successful college teaching and commitment to excellent to teaching and commitment to excellent.
- a record of successful conege teaching and communion to excellence in teaching;
   demonstrated effectiveness in academic administration;
   high level of verbal, written, interpersonal and collaborative skills;
   ability to develop relationships with external sectors;
   commitment to liberal education;
   commitment to liberal education;
   support for interdisciplinary and multicultural education;
   energy, vision, and leadership.

The position will be available July 1, 1092. Applications will be kept in confidence and will be accopted until the position is filled. Cundidates should submit a letter of application, a resume, and the names of at least three references with addresses and phone numbers to:

Andre Coto
Vice President for Academic Affairs
The College of Saint Rose
432 Western Avenue
Albany, New York 12203

Equal Opportunity Employer, Misorities and women are niged to apply.

#### ASSISTANT DEAN OF STUDENTS



# University of North Carolina at Wilmington

UNCW invites applications for the position of Assistant Dean of Students. The Assistant Dean of Students. The Assistant and the campus judicial systems and assists with administrative responsibilities of the Boom's office. UNCW is a rapidly growing institution with an enrollment of approximately North Carolina.

Requirements: The successful candidate must have the following: Master's degree in student allairs administration or related area; two years' full-time experience in an administrative position, and demonstrated experience in working effectively with Greek organizations, and campus judicial systems, Salary Range: \$26,860-\$28,193. The starting date for this position is no later than August 1, 1992.

Annificants must substit a latter of applications consoled a August (angustus procedure).

for this position is no later than August 1, 1992.

Applicants must submit a letter of application; complete résumé including employment history; and names, addresses, and lelophono numibers of three references to: Patricle L. Leonard, Dean of Students, University of North Carolina at Wilmington, Wilmington, North Carolina 24403-1297. Complete application materials must be received by April filled.

The University of North Carolina is an equal opportunity, affirmative action employer

# **DEAN OF STUDENTS**

Duttles: Kendall College seeks a student affairs administrator of the college. Since directs and coordinates non-academic student life and programs. Responsibilities include all student social, intramural athletic, religious, cultural organizations and governance; counseling and crisis intervention; student publications, and other administrative duties. The Dean reports directly to the President and supervises a staff of 2 head residents and 6 resident assistants. Qualifications: Minimum qualifications include a master's dames in student. President and supervises a stall of 2 head residents and 6 resident assistants.

Qualifications: Minimum qualifications include a master's degree in student personnel or related degree, three to five years' relevant experience, and computer literacy in word processing and spreadsheet operations.

Kendati Colleget is located in Evanston, illinois, north of Chicago on Lake Michigan. It has approximately 400 students studying in three divisions: liberal studies, business, and The Cultrary School. About 125 students live on campus. The college is related to the United Methodist Church.

Starting date: July 1, 1992. Send letters of application in the college of the college is related to the United Methodist Church.

Starting date: July 1, 1992. Sand letters of application, risume, and list of references to: Thomas J. Kerr, President, Kandall College, 2408 Orrington Awenue, Eveston, Illinois 60201. Women and minority candidates urged to

Bases on multi-processors (parallel computers); and programming shared-momory and distributed-memory multi-processors. 548,00 byear. Sand résumé to l'histoirgh (Computer Science), six years experience, barrib, Pennsylvania 15206. Refer to Job Order #444119.

Expert Systems: 2) Data Access Language (DAL) and OMNIS. Messer's degree (Data) of Computer Science, six years experience, barrib, 206 Broad Street, Pitts-Dunklin, Science, 1510, Aftendion John F. Scotti, Reference Research Computer Sciences Research Asserting Action (Parallel Supplementary).

Research/Computer Science: Research Associate: Responsible for conducting computer science research and development of new or sevenced projects. Use conducting a factor of new or sevenced projects, Use conducting a factor of new or sevenced projects. Use conducting institution, 40 inours week, 8:00 a.m., 525,000 year, incumbent will be responsible for establishment, measurement to sality the computer science of factors, and a sevence project of the conducting a seas representatives and technical management, and subsequent evaluation of new presentatives and technical propose, on pro-release software. Exercise funding a seas representatives and technical opening a seas representative and technical management, statistical analysis, and a report writing. Experience in enzylval data management, statistical analysis, and analysis, and statistical data required. Both B.5 and technical management, statistical analysis, and analysis, and statistical data required. Both B.5 and technical management, statistical analysis, and the statistical data required. Both B.5 and technical management, statistical data required. Both B.5 and technical management, statistical analysis, and the statistical data required. Both B.5 and technical management, statistical analysis, and the statistical data required. Both B.5 and technical management, statistical data required. Both B.5 and technical management, statistical data required. Both B.5 and technical management, statistical management, st

# Dean of **Natural Sciences**

College of DuPage, located just 25 miles west of Chicago, is a progressive community college in its 25th year of service to the district. Serving more than 36,000 students, we currently have a full-time administrative position responsible for the management of the division including curriculum, assignment of faculty and budget evaluation.

A master's degree in one of the division disciplines with previous teaching experience highly desired Administrative experience in a community college preferred or an equivalent combination of education and experience. Starting date for this position is July 1, 1992.

We offer a salary in the range of \$49,600-\$58,800 depending on education and experience. We also offer a generous benefits plan. Screening begins April 30, 1992. Position remains open until filled. Please call or send a letter for an application packet.

708-858-2800, Ext. 2460



Office of Human Resources Attn: Recruitment Coordinator COLLEGE OF DUPAGE Glen Ellyn, IL 60137 aa/eoe

Minorities are encouraged to apply mize your opportunity to be chosen for this position, pleas tum your application packet as quickly as possible



#### **COLLEGE OF OSTEOPATHIC MEDICINE** OF THE PACIFIC

# **Assistant Dean of Basic Sciences**

The Vice President of Academic Attains Dean of Osteopatho Medicine at the College of Osteopathic Akedicine of the Parific R OSM's webs manifactions and applications for the position of Assistant Dean of these Secretics, COM's a private, non-profit institution of higher education has ated in Pontona, California, approximately 30 miles cant of downtown Los Angeles.

}**\*\*\*** 

approximately 30 miles east of dosontown Los Angeles.

Responsibilities: The Assistant Dean of Rasic Science estas a 12 month administrative facility appointment, is a member of the Dean's staff and is responsible for the basic medical science program and facility at COSE. The Assistant Dean probles foadwiship to the basic science of a ulty of the College, is responsible for the preparation and ministrating of basic science departmental budgets, for maintaining the integrity of the preclinical curriculum of the 13.0 program, for supervising the evaluation of full time and ostilling faculty by turns in the preclinical program, and supervises the College's Department of Audio Visital Services.

Qualifications: Earned dos torate in one of the basic medical scrences with significant expurience as a member of the faculty in a medical school environment. Candidate must possess excellent oral, interpersonal and written communication skills and base had prior experience in an administrative position. Ability to work as a member of a team consisting of both clinical and basic science faculty members is essential. A history of substantial research and other scholarly activities is extremely desirable.

extremely destrable.

Applications Applications with salary history must be received no later than May 29, 1992. Applications and inquiries should be directed to Donald J. Krpan, D.O. Vice President of Academic Affairs/Dean of Osteopathic Medicine, College of Osteopathic Medicine of the Pacific, College Plaza, Promuna, CA 9176-1899; 47141-623-6116, ext. 220. COMP is an affirmative action, equal opportunity educator and employer and applications from women and ethnic minoraties are greatly welcome. COMP also maintains a drug-free workplace and campos. 

Research/Genetics: Research Associate, Molecular Genetics or Doctor of Medicine. 2 years postdoctoral experience in molecular biology research and in interpreting laboratory results from clinical samples. Develops and troubleshoots a we molecular genetic (mRNA, DNA, PCR, hybridization, YACS, PFGE, library server servers, and troubleshoots are servers.)

research on nonlinear panel flutter with thermal offects. Duties include developing manimear finite element formulation, solven modified the formulation procedure and computer software and investigating the flutter response of lead-nated composite panels at elevated temperatures. Ph. D. in engineering mechanics or equivalent and three years' experience in research on nonlinear panel flutter required. Salary: \$36,400/ear. To apply, send resource with copy of act to Virginia Employment Commission, Attention: M. Ramployment Commission, Attention: M. Chael. J. Hotchkist, Jub. Transh.

ence: Job Order #FI, 0380014.

Research/Medicine/Hematology: Research Instructor with experience in the purification of hematopoletic progenitor cells; as tensive experience in tissue culture distances of the material cells of the material cells of the cells of the

**BULLETIN BOARD:** Positions available

#### ASSOCIATE CAMPUS DEAN FOR ADMINISTRATION

Texas A&M University at Galveston

(A PART OF TEXAS A&M UNIVERSITY) College of Geosciences and Maritime Studies



The Galveston Campus of Texas A&M, with budgets of \$15 million, is seeking applications for the position of Associate Campus Dean for Administration. As chief financial officer, the position reports to the Campus Dean. The successful candidate will be part of a growing campus that subscribes to excellence in education. The campus is a research and marine-oriented, public, 4-year university with 1200 students which offers a variety of marine and maritime degrees. Geographically, the campus is located on Pelican Island, minutes away from historic Galveston Island, 45 miles south of Houston, Texas.

BESDIANSIBILITIES, The Associate Campus Dean for Administration is

RESPONSIBILITIES: The Associate Campus Dean for Administration is responsible for business and financial operations, integration of Galveston activities with those of the Campus in College Station, implementation of campus policies, planning, organization, and evaluation of all financial and budget areas as well as personnel services, physical plant, purchasing, campus security and several other nuxiliary services.

QUALIFICATIONS: The successful candidate will have significant and progressive fiscal and administrative experience in higher education. Strong leadership and team-building skills are highly desirable. An advanced degree or equivalent experience in business, public administration or related field is required.

SALARY: Competitive and commensurate with experience. APPLICATIONS/NOMINATIONS: Applications and nominations will be accepted through May 15, 1992. The appointment will be announced by August 1, 1992. Applications and nominations should be directed to:

Associate Campus Dean for Administration Search Committee
Texas A&M University at Galveston
P. O. Box 1675
Galveston, Texas 77553-1675

An Equal Opportunity Employer
Women and minorities are encouraged to apply.

#### Wright State University-Miami Valley School of Nursing

# Associate/Assistant Dean for Academic Affairs

cations and nominations are invited for the position of Associates Applications and nominators are invited for the position or associate.

Assistant Dean for Academic Affairs in the dynamic School of Nursing, offering NLN accredited baccaleureste and master's programs for approximately 650 students. Review of applications will begin Dec. 1, 1991, and continue until the position is filled. Starting date is negotiable. Title, rank,

naibilities: Provide academic leadership and management for the planning, implementation, and evaluation of undergraduate and graduate degree programs and for faculty and student affairs. Participate in teaching and in establishing strategic priorities, furthering collaboration between education and service, and promoting the goals of the school, the university, and the nursing explication. and the nursing profession

Qualifications: Earned doctorate in nursing or a related field with a master degree in nursing; teaching and curriculum experience in baccalaurente or master's degree programs; record of scholarly and service achievements; sensitivity to unique needs in a metropolitan university; and experience in collaborating with the dean, faculty, and students to achieve excellence in

Applications: Send application letter; curriculum vitae; and the names, Addresses, and Islephone numbers of three references to Mary Jane Reinhart, Ph.D., R.N., Chair, Search Committee, Wight State University-Mismi Valley School of Nursing, Dayton, Ohio 45435.



Wright State University Dayton, Ohio 45435

An affirmative action/equal opportunity employer

ocatant and conduct experiments in holographic recording, optical and distral image reconstruction of submicron serosol particles, and light scattering using optical instrumentation for the study of the dynamics of submicron particles in Birution. Requires MS in Electrical Busineering with specialization in optics or MS in Optics, and two years' research experience in applied optics and aerosol science. Established research before the dynamics of the study of the dynamics of the study of the dynamics and conferences. Five days, 37.5 hoursweek, \$25,000/year, Apply with resume and three letters of reference to Dr. David T. Shaw, 130 Bonner Hall, State University of New 14260. Research Poundation of SUNY is an Affirmative Action. Equal Opportunity Employer.

Persearch/Optics: Research Associate, Conferences, focusing the focusion of the properturity in the state of t

of Hematology research experience preferred. Salary \$31,200, Submit curriculum vitae to Dr. Sanford Krantz, Director of Hematology, C3101 Medical Cepter North, Vanderbilt University School of Medicine, Nashville. Tonnessee 37232, Vanderbilt University is an Equal Employment Opportunity, Affirmative Action University.

Research/Optical Research Scientist. With design and conduct experiments in holostraphic recording, optical and digital image.

## The University of Texas at Austin **DEAN OF THE SCHOOL OF ARCHITECTURE**

The University of Texas at Austin offers an outstanding opportunity for a qualified professional to serve as dean of the School of Architecture. The dean is expected to provide leadership for the continued development of nationally recognized educational programs in architecture and planning, and to serve as a focal point of the school in its interactions with the profession and the academic community. The dean is the chief academic administrative officer of the school and is responsible to the president of the university. The dean's principal role is to lead the school, to stimulate intellectual development of its faculty, and to inspire academic excellence in its students.

The School of Architecture offers a Bachelor of Architecture degree and a Bachelor of Science in Architectural Studies, as well as four degrees at the graduate level: a first professional and post-professional Master of Architecture. a Master of Science in Community and Regional Planning. Both first professional degree programs are accredited by the National Architectural Accrediting Board. The total enrollment includes 350 undergraduate students and 200 graduate students. The faculty includes 37 full-time and 9 part-time members, and 30 teaching assistants.

and 30 teaching assistants.

Candidates for the position should possess the following qualifications: an advanced professional degree and appropriate credentials for appointment at the rank of professor (with tenure) in architecture: evidence of a distinguished scholarly professional and research record; and national recognition for accomplishments in education, research, and professional activities: administrative experience at a significant level with teadership, managerial and communicative skills; an ability and desire to lead the further development of the School of Architecture to a position of higher national recognition; and evidence of having secured financial support for research or educational purposes and knowledge of, or experience in, raising funds in the private sector.

The position will be available September 1, 1992. The Consultative Committee for the Selection of the Dean will begin reviewing applications immediately; applications will be accepted until May 31, 1992. After that date, the Committee may request and consider credentials of candidates nominated by responsible sources. Nominations and letters of application, accompanied by a curriculum vitae, references, and other supporting materials should be mailed to: Chaliman, Consultative Committee for the Selection of the Dean, School of Architecture, The University of Texas at Austin, Austin, Texas 787 (2-1160. The University of Texas at Austin, Austin, Equal Opportunity Employer.



# Athens State College

ATHENS, ALABAMA 35811

#### DEAN OF ACADEMIC AFFAIRS

Athens State College invites applications for the position of Dean of Academic Affairs. The Dean is the college's main academic official and works closely with the President and faculty in providing academic leadership in

Located in the Termessee Valley of north Alabama, Athens State is an upper-level senior college with 3,000 students and 65 faculty members. The student body has more than doubled during the past ten years because of the college's many innovative programs. Established in 1822, Athens State is the oldest educational institutional in Alabama. Applicants for the Dean's position must have an earned doctorate and at least five years' teaching experience, preferably at a baccalaureate degree-granting institution. An exemplary record of community and professional service and administrative experience is also expected. The salary is commensurate with education and experience.

Application forms can be obtained from the Athens State College Business Office, Beaty Street, Athens, AL 35611. A completed application consists of the application form, personal résumé, and official transcripts. The completed application should be sent to Mrs. Gayle Davis, Administrative Assistant to the President, Athens State College, Athens, AL 35611 by June 1, 1002

#### NORTHWESTERN OKLAHOMA STATE UNIVERSITY

A four-year, state-supported institution with an envolument of 2000 students, Northwestern must fill the following positions by the fall of 1992. Application deadline for all positions is April 22, 1992. Address inquires to Dr. Timothy Zwink, Vice President for Academic Affairs, NWSU, Alva, Oklohoma 73717. Deam, School of social sciences/professor of American History. To administer school of Social science and teach courses in history. Third-World minor area is desirable. Doctorate and prior administrative experience required. Instructor or assistant professor of Mathematics. To teach general education and upper level mathematics and geometry. Master's degree required, doctorate preferred. Government documents librarian. To plan, promote, coordinate, collect, and maintain federal and state documents and services, assist with records management and teach one library science course each semester. Master's degree in accredited library solence program required. Public school library media certification desirable.

Equal Opportunity, Affirmative Action Employer.

background or equeentration of courses in blochemistry and six months' experience as research associate or one year's experience as research technician; \$25,000/year.

Apply as the Texas Employment Commission, Texas; Job Order # 6867/29. Advertisoment paid for by an Equal Opportunity Employer.

Research/Physical Chemistry Research Associate. 40 hours per week, 9 a.m. to 5 p.m. Salary; \$23,/50 per year. Requirements: Ph.D. in Physical Chemistry including completion of one 4 credit bour course for each of the following subjects: chemical kinders of the following subjects of

Research/Physical Chemistry Research Associate. 40 hours per week, 9 s.m. to 5 p.m. Salary; 523,750 per year. Requirements: Ph.D. in Physical Chemistry including completion of one 4 credit hour course for each of the following subjects: chemical kinetics, advanced quantum chemistry, advanced statistical mechanics, and research in the measurement of excess electron dy-

# matc

# Milwaukee Area Technical College

# ASSOCIATE DEAN, HEALTH OCCUPATIONS

Milwaukee Area Technical College, the largest and most comprehensive within the Wisconsin Technical College system, is seeking an Associate Dean for Health Occupations.

MATC serves a district of 1.2 million residents through its downtown Milwaukee campus, three regional campuses and numerous satellile programs throughout the district.

The Associate Dean will supervise full-time and part-time instructors and support personnel in Dantal Hygiene and ancillary programs. Duties also include overall support and assistance through the coordination of daily operations of assigned areas throughout the District, and collaboration with the Dean to devolop a curriculum to moet the reads and inforests of students, business, industry and the community.

Candidates must hold a Master's degree in the Affed Health Caro or Dontal Care profession, three to live years related leaching experience, and at least two years occupational experience in rolated disciplines. Experience in developing grant proposals is a definite plus.

Discover the satisfaction in offering your talents to help advance a 75-year tradition of high-quality education. Enjoy at the same time an attractive salary, accented by fully paid insurance, pension, vacation, holiday and sick pay benefits.

To apply, please call (414) 225-1800 for an application form and job description. Priority will be given to applications submitted by April 17, 1992. Review of applications will begin April 27th, and continue until the position is filled.

MILWAUKEE AREA TECHNICAL COLLEGE 700 West State Street Milwaukee, WI 53233

MATC is an Affirmative Action/Equal Opportunity Employer.

#### **EMORY UNIVERSITY SCHOOL OF MEDICINE**

#### Associate Dean for Research

Emory University School of Medicine is developing an important new position with responsibility to provide overall administrative leadership for research efforts within the School. This school has one of the fastest-growing research programs in the country and recognizes the critical need to identify an individual who can provide sentor leadership in this area. The Associate Dean reports directly to the Dean. Primary responsibilities will require consultation with department chairs and faculty in developing institutional priorities for scientific investigation, fostering interaction among departments and encouraging program projects and center grant applications. The individual will counsel faculty regarding research opportunities, consultant agreements, patent applications and other grant and contract issues. Qualified candidates should hold the M.D. or Ph.D. degree and have distinguished credentials as an investigator.

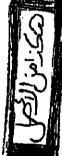
Applications and inquiries should include a current curriculum vitae and be directed to Jeffrey L. Houpt, M.D., Dean, Emory University School of Medicine, Woodruff Health Sciences Center Administration Building, 1440 Clifton Road, NE, Atlanta, Georgia 30322. The search will remain open until the position is filled.

EMORY UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

ples of physical chemistry to maintain and operate VARIAN VXR-300, XL-400, GEMINI-300 and EM-390 NMR and one FTIR instrument to be used in various types of chemical research. Will use solid state NMR techniques including "magic angle" sample apinting, variable temperature operation (low temperature) powder orientation technique, isotope jabeling mailtinucious operation, and if electronica in performance of duties. Requires Fh.D. degree in Physical Chemistry. Education to include completion of Ph.D. thesis in solid state NMR techniques including "magic angle" sample apinalas, variable temperature operation (low temperature), powder angle sample spinulas, variable temperature operation (low temperature) powder
utentation technique, lacingo fabelling multianuclear operation, and if electronics as
they relate to studying of high. TC superconductors and other inorganic systems.
Hours: 8:100 a.m. 5:00 p.m. 40 hours per
week at \$17,000 per year galary. This is a
university position. Must have proof of togal sunbority to work permanently in the
U.S. Please send relaume to; illinois Department of Employment Security, 401
South State Street—3 South, Chicago, Illinois 60605, Attentions: 1. Ascheobrence,
Reference 4V-IL 5108-A. No calls, 2 copies of your résumé required. An employer
paid advertisement.

Research/Physiology/Biophysics: Research investigator. To perform besic and copiled research of limited acope using prisarily enisting between and enthods with responsibility primarily for the completeness and adequacy of the research work in the Muscle Physiology/Diophysics. Laboratory. The completeness and ATRP hydrolysis rate pressurements on single muscle fibers and analyze the results by using Enear eigebra on cointernation.

nuters, as well as conduct biochemical analysis of the muscle fibers. The applicant must have experience in microdissection of muscle fibers from skeletal, cardine, and amooth muscles; and in protein purification, including the techniques of column chromatography. SDS-PAGE, HPLC, specurochotometry, and ELISA. Knowledge in histology and also in advanced mathematics through cutculus is ersemial. An M.D., Ph.D., or equivalent is requigible to hours/week. Salary: \$77,500/year. Matinave proof of legal authority to work in the United States. Apply or send rissumd to lob Service of Iowa, P.O. Box 2590 (1810) Lower Muscripe Raed), lova Civy, lowa



# Associate Dean For Technology

Waubonsee Community College seeks an in-dividual with a Master's degree in Technology or related Industrial Technology field, or a Bachelor's degree in a technical area with a Master's degree in Education or an appropri-ate related field. A minimum three years fulltime community college experience as an instructor or administrator plus successful work experience in business or industry is also required along with two years community college administrative experience at the department chair or program coordinator level or higher. Comparable business or industrial management experience may be considered.

The qualified candidate will supervise 12 fulltime and 45 part-time faculty. We offer a salary in the range of \$41,000 - \$46,000 for this 12month position.

Waubonsee Community College is a fully accredited community college located 40 miles west of Chicago with a headcount enrollment of 7,000 students. The college is located in one of the fastest growing Chicago collar countles and operates a fully functional area telecommunications instructional system

College application form, personal resume. and confidential records must be delivered to the Office of Human Resources before 4:30 p.m., May 1, 1992. Send applications and



#### WAUBONSEE COMMUNITY COLLEGE

Sugar Grove, IL 60554 (708) 466-4811 Ext. 214, 215, 367

equal opportunity employer m/[ "In Search of Excellence"

# State University

# DEAN, COLLEGE OF EDUCATION

The College of Education has both undergraduate and graduate programs offering Bachelor's and Master's degrees. It has three departments: Educational Leadership and Services. Teacher Education, Physical and Health Education. In addition, the College is responsible for a special program in Southeast Michigan. Excellent leadership skills in administration are necessary for Addition, the College and institution. The Dean must sary for Achieving the goals of the College and institution. The Dean must sustain and elevate the quality and effectiveness of the instructional program and further encourage and support innovalion and research activities of the faculty. Furthermore, the Dean is expected to advocate for the College with the large university. Staff development and budget are important functions of the large university. Staff development and budget are important functions of Dean will be adept at collaborative arrangements with the surrounding K-12 Dean will be adept at collaborative arrangements with the surrounding K-12 Reports to the Vice President of Academic Affairs.

All applicants must have an earned doctorate degree that will allow assignments in one of the three departments of the College of Education. Preference will be given to applicant qualified to hold senior academic rank. Applicants are expected to provide evidence of successful leadenship experience. Cancomparable professional experience, and good interpersonal skills. This position requires teaching experience, and good interpersonal skills. This position requires teaching experience, and good interpersonal skills. This position requires teaching experience, and good interpersonal skills. This position requires teaching experience, and good interpersonal skills.

sition requires teaching experience in K. 12 education.
Saginaw Valley State University is a Michigan co-educational, state-supported university with 6, 400 students and 168 full-time faculty. The University is accredited by the North Central Association, and is located ninety miles north of Detroit and four miles north of Saginaw in the center of a tri-county expopulation of 400,000 people. Those is diverse automotive, chemical, and agricultural production in the tri-county area. The location is adjacent to the excellent fringe benefits. For full consideration, sent complete resume, and the names, addresses, and telephone numbers of three references by May 15, 1992 to Dr. Robert S. P. Yien, Vice President for Academic Affairs/Chairper-University, University Center, MI 40710. AA/EOE.

Women and minorities are strongly encouraged to apply

ities are strongly encouraged to apply. 

Residence Lifer Residence Director. Live-in position provides valuable experience. Master's required; prior residence work experience preferred. Compatitive aniary, glus apariment, board, benafts. Tenmonth contract, Summar employment available. Interviewing at NASPAACPA or submit letter and fround directly to Cathy Sangnaon, Associate Director, Residential Life and Housing, University of the Pacific, Stockton, California 9231; (209) 946-2331. An Equal Opportunity Employment, California 9331; (209) 946-2331; (200) 946-2331; (200) 946-2331; (200) 946-2331; (200) 946-2331; (200) 946-2331; (

## EXECUTIVE ASSOCIATE DEAN FOR ACADEMIC AFFAIRS AND RESEARCH

#### School of Medicine

#### University of North Dakota

The University of North Dakota School of Medicine Invites applications and nominations for the position of Executive Associate Dean for Academic Affairs and Research. This individual is responsible for coordination and lactitisation of programs in the general areas of teaching, research and curriculum. The individual will have executive responsibilities to work closely with the Associate Deans of Student Affairs and Admissions, Undergraduate Medical Education and Veterans Affairs. Also, he/she will work closely in the supervision of and carrying to completion the construction of new research and educational buildings for the School of Medicine.

Candidates must have an extract doctreate fig. M.D. Dis. D. Ed.D.), he

Candidates must have an earned doctorate (i.e., M.D., Ph.D., Ed.D.), be qualified for the faculty rank of full professor and have a proven record in teaching or research in the biological sciences and/or medicine, and have a record demonstrating experience in medical school administration, preferably in academic affairs and research.

constbilities of the position include but are not limited to:

Coordinating and facilitating the development of seminar, fecture and other modes of presentation for faculty, which allow them to experience newer methods for the offering of academic programs.
 Coordinating and facilitating the delivery of school-wide curricular offerings.

Coordinating and facilitating the delivery of school-wate surfaces ings.

Providing faculty experiences in communication technologies (e.g., electronic information reinteval, newer computer applications in teaching and research and the use of interactive video.

Emphasting faculty development programs which will foster new teaching and research experiences.

Developing a profile of research activity in the School of Medicine.

Assisting in the development of information and support mechanisms to stimulate research proposals to external granting agencies.

The University of North Dakota School of Medicine is an Affirmative Action, Equal Opportunity Employer.

Norminations and applications are desired by April 20, 1992, and should be

inations and applications are desired by April 20, 1992, and should be



EDWIN C. JAMES, M.D.



# CHESTNUT HILL COLLEGE

Philadelphia, Pennsylvania

# **ACADEMIC DEAN**

CHESTNUT HILL COLLEGE, a women's liberal arts college in the Catholic tradition, invites applications for the position of Academic Dean. Located in Chestnut Hill, Philadelphia, the college enrolls 1,228 undergraduate and graduate students, has 39 full-time and 52 adjunct faculty, and offers 30 baccalaureate programs and 8 master; a degree programs. The traditional undergraduate division admits only women, but the graduate and continuing education divisions are coeducational.

DUTIES: The Academic Dean is else the Dean of Faculty and is responsible for undergraduate academic scrivities and policies, undergraduate academic activities and policies, undergraduate curriculum development, all faculty development, all faculty development, all faculty and undergraduate adjunct faculty. The Dean reports to and advises the President. Reporting to the Academic Dean are: Department Chairs: the Registrar; and the Academic Support Staff.

QUALIFICATIONS: Commitment to liberal arts education, the education of the contemporary woman, cultural diversity, and collaborative governance. Demonstrated leadership ability, vision, creativity, and strong interpersonal salisis. Earned doctorate and successful college teaching experience required. Administrative experience in a college setting at the level of department chair or above preferred. APPLICATIONS: Applicants should send resume and the names, addresses, and belephone numbers of three references to:

Patricle O'Donnell, S9J Chair, Search Commiltee—Academic Dean Chestmut Hill College 9601 Germantown Avenue Fhiladolphis, PA 19118-2695

Review of applications begins July 20 and continues until a Dean is appointed. The position begins January 4, 1993.

Chestaut Hall College is equal opportunity employer.

nel Services, Ferrum College, Ferrum, Virsida 24088 by Amil 10, 1992.

Residence Life: Texas Woman's University—Dallas Center, Coordinator of Student Life. Requires a Master's degree in appropriate introduction. Prefer oxperience in residence life administration of the resident field and hirter years of general experience in student personnel or a related field and hirter years of general experience in housing or student activities. Additional job-related experience in fitness and recreation programming, supervisor, and human relations experience helpful. Responsible for overall management of resident development programming, supervisory, and human relations experience helpful. Responsible for overall management of residence files produced to apply. Send feller, resume, and list of three work-related references with teleption of the required for the production of the required for the resident of the resident students. Note that the residence is floored to apply. Send feller, resume, and list of the resident of the resident of the resident of the resident students. Send in the residence in floored in resident students. Send recreation programs is more than the residence in residence in residence in residence in field, experience in residence in field, experience Residence Life: Texas Woman's University—Dallas Center, Coordinator of Student Life, Requires a Master's degree in student personnel or a related field and three years of separal expeditions to be related experience on a year-for-year basis, Student development programming, supervivory, and human relations experience helpful. Responsible for overall management of real-left of the result of the relation of a supervision, facility management, student leaders in the supervision, facility management, student leadership development and advising the Student Government Association. St. 916 per month (salary includes emoluments). Submit letter of application and résumé lo: Texas Woman's University, Personnel Services Office, P. O. Box 22999. Denton, Texas 76204-099. Advisor.

statistics of the process of the programming and the process of actions to be an appearance of the process of actions and other half netwire business and appearance of approximately 500 female resident and denies. Not the left report to Dean of Students. Not the left report to Dean of Students are seen appearance of actions and other half netwire programming, addressing lifestyle issues and appearance of position of the process of th

Residence Lifer Reskicatial Life Area Coordinator: Qualifications include Master's deserves in Student Personnel or related field and residence half experience required. Candidates must demonstrate leadership skills, communication skills and commitment.

(818) 240-1000 Exts. 578 & 478

**BROOKDALE** COMMUNITY

# **Dean of Human Resource Development**

Letters of application and nomination are invited for the position of Dean of Human Resource Development. The position is responsible for all aspects of personnel administration, hiring, salary and compensation management, and contract management and will play a major leadership role in human resource development planning. The position is a senior level administrator reporting to the President and is a member of the President's Cabinet.

**Brookdale Community College** 

Brookdale is a nationally-recognized institution completing twenty-five years of dedication to total student development and community service. Having completed its first year with a new President, Brook-dale seeks an individual committed to progressive human resource leadership in a two-year college setting who will participate in Brook-dale's development into the twenty-first century.

Brookdale is an innovative and comprehensive open-admissions, two-year college offering A.A., A.S., and A.A.S. degrees and certificate programs in approximately 60 academic areas. The campus is located in an attractive area of Monmouth County. New Jersey, 50 miles south of New York City. The county's population is diverse, and the College to the urban community learning centers which provide education mately 13,500 credit students (7,300 FTE) and 21,000 students in non-credit programs. Brookdale employs approximately 1,300 full- and

MINIMUM QUALIFICATIONS

Master's degree in Personnel Administration or related field with significant emphasis in labor relations, arbitration, wage and salary administration, benefits management, collective bargaining and contract management, NLRA, AA/EEO, and other related human resource areas.

Six years of progressive experience in personnel administration or employee relations is required.

DESIRED QUALIFICATIONS Personnel work and experience in higher education setting.

Foreign work and experience in higher education setting.

Knowledge of government regulations relevant to AA/EEO.

Familiarity with in-service and staff development training.

Knowledge of and experience with computerized personnel and related business systems.

Direct involvement in collective bargaining negotiations.

APPLICATIONS

The review of credentials will begin on April 20, 1992, and will continue until the position is filled. Nominations and applications should be

Dr. Webster B. Trammell, Chair Dr. Webster B. Trammell, Unair escurce Development Search Committee Brookdale Community College Newman Springs Road Lincroft, New Jersey 07738

All inquiries, nominations and applications will be held in the stricted confidence. Brookdale Community College is an equal opportunity, affirmative action employer, and activoly seeks nominations of and applications from minority and female candidates.



## Associate Dean of Library Services

The Glendale Community College District invites applica-tions for the position of Associate Dean/Library Services. The Associate Dean/Library Services reports directly to the Vice President of College Services. This is a 12-month manage-ment position based on a 40-hour minimum work week.

QUALIFICATIONS; include a minimum of graduation from an accredited college or university with a Master's Degree in Library Science or possession of a clear California Commu-nity College Credential in Library Services and three years of professional library arrests are services. ional library experience in a college, university, or

APPLICATION DEADLINE: April 24, 1992.

THE SELECTION PROCESS: applications must consist of the official District application form, resume, three letters of reference, and copies of college transcripts. Glendale Community College is an equal opportunity employer, and all candidates must satisfy certain minimum experience and education requirements and participate in a competitive selection procedures.

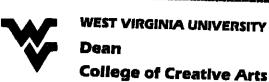
SALARY AND RENEFITS: Beginning salary will be commensurate with the background, training and experience of the final candidate with appropriate placement on the Management Salary Schedule. The 1991-92 annual salary is \$61,8116-\$66,144. Inquiries for this position should be directed to:

Office of Human Resources GLENDALE COMMUNITY COLLEGE DISTRICT

1500 North Verdugo Road Glendale, CA 91208-2894

counseling and interventions; manage hall office and budget; assume contral office administrative tasks as assigned. Requires bachelor, degree and ministrative tasks as assigned. Requires bachelor, degree and ministrative years provious experience in resident life or restated field. Compensation: \$13,600 plus full University benefits, meal plan, furnished apartment with utilities, or local compensation package has equivalent value of approximately \$14,000 annually. Position besides August 1, 1900 annually. Position besides and provided the provided annually and provided annually an Residence Life/Housing: Assistant Director for Family Housing and Apartments; avail-able June 1, 1992; total annual compensa-





## WEST VIRGINIA UNIVERSITY Dean

WEST VIRGINIA UNIVERSITY is a land-grant research institution with 15 colleges; founded in 1867, it is a doctoral degree granting institution enrolling 22,500 students in 175 degree programs.

MORGANTOWN, a diverse, scenic community of approximately 45,000, has easy access to Pittsburgh and Washington, D.C., and ample cultural and recreational opportunities

RESPONSIBILITIES: The dean is the chief academic and administrative officer of the college, manages the Creative Arts Center, and reports directly to the university Provost. QUALIFICATIONS: WVU seeks a strong leader with:

established national reputation for achievement and leadership;
 demonstrated ability to be a visible and articulate advocate for the college, the center, and the importance of the arts to education and to content.

iege, the Center, and a content and artistic excellence and integ-society;

demonstrated ability to foster academic and artistic excellence and integ-rity in instruction, research, and service;

demonstrated interest and experience in fund raising and public relations which strengthen ties with alumni, visiting committee, and other support-

ers;

• demonstrated commitment to equal opportunity and affirmative action:

• appropriate administrative experience demonstrating understanding of fiscal responsibility, budget management, and strategic planning:

• appreciation of the role of faculty governance:

• a terminal degree or other professional experience which qualifies candidates for the rank of professor with tenure in one of the divisions of the college.

SALARY: Commensurate with experience and qualifications of individual se-STARTING DATE: January 1, 1993 or earlier if possible.

APPLICATIONS & NOMINATIONS: Priority will be given to applications re-ceived by June 1, 1992. Applications will be accepted until the position is filled. W/V/J is strongly committed to diversity and welcomes nominations and applications from women, minorities and disabled persons. Each applicant should submit a letter of application, current vita, and names, addresses, and telephone numbers of five references who may be contacted by the Search Committee. Applications and nominations should be directed to:

Rachel B. Tompkins, Chair Dean of Creative Arts Search Committee WVU Extension Service P. O. Box 6031 Morgantown, WV 26506-6031 PH: (304) 293-5691

West Virginia University is an equal opportunity, affirmative action emotover

## GEORGIA SOUTHERN UNIVERSITY

#### Associate Graduate Dean for Admissions and Records

Responsibilities: With policy direction from the Vice President and Dean for Graduate Studies and Research, the Associate Graduate Dean for Admissions and Records directs the daily operations and supervises the staff of the Office of the Graduate School at Georgia Southern University. Selected graduate programs are offered in Savannah in affiliation with Armstrong State College and Savannah State College and In Augusta and Brunswick in cooperation with the resident graduate centers at those sites. The Associate Graduate Dean for Admissions and Records is responsible for the maintenance and integrity of all graduate student records. He/she will supervise graduate admissions, candidacy, and clearance for graduation; reconcile questions of academic standing; and assure equity and fairness in the graduate student appeals process.

appeals process.

Qualifications: Earned Doctorate; eligibility for academic appointment at the rank of Associate or Full Professor; minimum of three years' academic administrative or related experience.

The University: Georgia Southern University, a unit of the University System of Georgia, was founded in 1906 and became a regional university on July 1, 1990. The 457-acre campus is located in Statesboro, a community of approximately 30,000 residents, 50 miles northwest of historic Savannah and 200 miles southeast of Atlanta. Fall quarter 1991 headcount of over 13,000 reflects more than 100% enrollment growth since the fall of 1984, resulting in the addition of over 195 faculty positions. The University offers 25 undergraduate degrees in 77 major fleids of study, thirteen master's degrees in 39 fields, and an Education Specialist degree with 15 majors. Georgia Southern offers selected graduate programs in Savannah in affiliation with Armstrong State College and Savannah State College.

Salary: Competitive; excellent benefits; twelve-month non-tenure track posi-

Salary: Competitive; excellent benefits; twelve-month non-tenure track position. Rank and salary commensurate with qualifications and experience.

Applications must include: A letter of application addressing the qualifications, vita, and the names, addresses, and telephone numbers of three references. All applications should be postmarked by Monday, April 20, 1992. The anticipated starting date is on or before September 1, 1992. Address inquiries and applications to:

Dr. George Cox, Chair Search Advisory Committee Landrum Box 8113 Georgia Southern University Statesboro, Georgia 30460-8113 (912) 681-5384

Georgia Southern University is an Equal Opportunity, Affirmative Action Institution. Minorities and women are encouraged to apply. Georgia is an

for and with students and their families in developing and maintaining a safe and conformable living environment while assisting individuals with their personal, social, and educational development. Submit letter of application, resume and names and phone numbers of at least three references to Director of Personnel, Sul Ross State University, Box C.13, Alpina, Texas 79832; (915) 837-8058. EEO/AAE.

Residence Life/Liberal Studies: Faculty po-sition. Assistant to the College Professor. Northeast Missouri State University. The Assistant to the College Professor is a live-in faculty member in a cood residential col-lege with half-time classroom teaching as-signment in an ecademic division. She/he promotes liberal learning, advises fresh-men (assisted by 15 peer advisers), and fa-cilitates academic programming. Northeast Missouri State is Missouri's public liberal arts and sciences university, enrolling a se-

lective student body of 5,800 in a rural settins. NMSU is known nationally for its pioneering. Value-Added untcomes assessment program. Qualifications: Ph. D. in the aris and sciences preferred: ABD considered; superior academic achievement in undergractuste and graduate work: previous hall living experience desired; commitment to interdisciplinary studies. Remuneration: \$21,000-226,500 depending on degree and experience; attention to lotterity depriment subsort; other employee beachts. Academic year contract beginning August 1992. Application: candidates must submit a letter of interest, wite, undergraduste and graduate franscripts. At a lister date applicants will be asked for letters of recommendation and lwo brief statements of philosophy. Send to: Dr. Terry B. Smith, Dean of the Colleges, Northeast Missourl State University, Kirksville, Missourl State University, Kirksville, Missourl State University, vita, transcripts: May 1, 1992.

## **Portland State University**

**DEAN OF STUDENTS** 

Portland State University is seeking nominations and applications for the Dean of Students. The Dean, head of the Division of Student Affairs, reports directly to the Provost and is a member of the Council of Academic Deans Salary is competitive and the Dean of Students position is based on a twelve-

PSU is an urban institution located in the center of a vibrant downlown district serving a population of 1.5 million in the Greater Portland area. Many of PSU's 15,000 students are non-traditional and come from culturally diverse backgrounds; one third are in graduate programs

Responsibilities: Directs all aspects of the student services program, including budget allocation, and supervises the managers of seven service units information and Academic Support Center (IASC). Career Center, Helen Gordon Child Development Center, Counseling and Psychological Services, Student Health Services, Student Health Services, Student Government, and Multicultural and Access Programs; maintains effective working relationship with Student Publications and Smith (student) Center Operations; represents the interests of a diverse student population in policy deliberations of the University; administers the student disciplinary system; assists students with problems associated with the University and advises on procedures, appeals and grevances; performs other duties and responsibilities within the Office of Academic Affairs as assigned by the Provost.

Qualifications: Successful candidates with have demonstrated the ability to

Office of Academic Amairs as assigned by the Provost.

Qualifications: Successful candidates with have demonstrated the ability to organize, direct and coordinate student services and programs for a diverse, multicultural student population; oversee complex budgets; coordinate student goals and needs with the services provided by the offices of arimissions, registration and financial aid, plan and implement changes and staff development in student services; effectively communicate with diverse audiences; maintain cooperative working relationships; exercise effective leadership. A demonstrated commitment to educational equity in a diverse, multicultural university environment is required.

Education and Evapolation Management and exercise effective leadership.

Education and Experience: Master's degree required (doctoral degree preferred). Six to eight years' progressively responsible university/college experience in student services and related academic support services is required A record of contributions to the profession is an advantage.

Nominations for the position are encouraged. Applicants should submit letter of application, resume, and the names, addresses and telephone numbers of three referees. Letters of reference are NOT requested at this time. Review of applications will begin May 15, 1992, and the search will remain open until the position is filled. Starting date is September 1, 1992, or as soon thereafter as possible. Send applications, nominations or inquiries to:

Dean Jack S. Schendel Chair, Search Committee c/o School of Health and Human Performance
Portland State University
P. O. Box 751 Portland, OR 97207-075 I

Portland State University is an Equal Opportunity and Affirmative Action Employer. The University is committed to diversifying its workforce, and strongly encourages applications from women, people of color and the disa-



#### **LOWER COLUMBIA COLLEGE**

Associate Dean for General and Transfer Education

LOWER COLUMBIA COLLEGE invites applications for an Associate Dean for General and Transfer Education. The appointment is for a fulf-time twelve-month position. The Associate Dean reports to the Dean for instruction and is responsible for planning, supervision and evaluation of all basic skills, and general and transfer education in the college.

Serve as Associate Dean for English, Fine Arts, Mathematics, Physical Education/Home & Family Life, Social Science, Science and Student Development departments. Other areas of supervision include Head Start, Adult Basic Education, English as a Second Language and Interna-tional Regrams.

Start, Audit Day

Start, Audi

Qualifications: Master's degree in an area appropriate to leadership in general educa-tion and transfer programs; three academic years of recent employment as a full-time instructor or comparable rule; twenty-four months of experience as a supervisor in an academic setting, and a commitment to and understanding of general and transfer education.

Lower Columbia College provides a salary commensurate with expeand an excellent benefits package. Closing date is April 27, 1992. Application Details, For information and application materials, write or phone, Sue Williamson, Lower Columbia College, Personnel Office, P. O. Box 3010, 1600 Maple, Longview, WA 98632; (206) 577-2358, FAX (206) 577-3400. All application materials must be postmarked by 5:00 p.m., April 27, 1003 ICC is an AASCAS 27, 1992. LCC is an AA/EOE.

> LOWER COLUMBIA COLLEGE Longview, Washington

Respiratory Therapy: Faculty—Morehead State University. Applications and nominations are invited for a tenure track position as Respiratory Therapy faculty beginning July 1, 1992. Position is contingent upon funding. Responsibilities: participates in the Program's consideration and evaluation process; conducts classroom, laboratory and clinical instruction: coordinates clinical education; advises students; and participates in departmental, college and university activities. Qualifications: Bachelor's degree with an area of concentration in respiratory with an area of concentration in respiratory. Respiratory Therapy: Faculty—Morwhead State University. Applications and nominations are invited for a tenure track position as Respiratory Therapy faculty beginning July 1, 1992. Position is contingent upon funding. Responsibilities: participates in the Program's ongoland curriculum development, implementation and evaluation process; conducts classroom, laboratory and chinical instruction; coordinates clinical instruction; coordinates clinical education; advises students; and participates to departmental, collega and university activities. Qualifications: Bachelor's degrae with an area of concentration in respiratory therapy or related area, Must be a graduate from an American Medical Association approved respiratory therapy program and be registered as a Respiratory Therapist (RRT). Minimum of four years' experience in respiratory care, of which at least two years should have been in a teaching position in an accredited respiratory care program. Master's degree in related area preferred. Submit letter of application, related and references un later than May 6, 1992 to: Office of Personnel Services, Attention: Respiratory Therapity, Morehead, Kentucky 40351. MSU is an EO/AA amployer.

stion of applications received by App DePauw is an equal opportunity, all tive action employer. Women and min candidates are encouraged to apply.

Safety/Security: Director of Public Safety. Twelve month administrative position reporting to the Director of Physical Plant. Appointment will be effective buy 1, 1992. Responsibilities will include supervision of public safety patrol, clerical staff, and large student staff. Implementation and administration of a crime prevention program. Preparation of required computs crime reports. General duties related to the operation of a campus public safety department, Qualifications: B.A. in criminal justice oc la rolated field with appropriate oxpenience in

## JOHN F. KENNEDY UNIVERSITY



#### POSITION AVAILABLE DEAN SCHOOL OF LAW

John F. Kennedy University, founded in 1964, is an independent university serving approximately 1,700 adult students in the San Francisco Bay Area. The niversity consists of five schools: the School of Law, the School of Liberal and Professional Arts, the Graduate School for the Study of Human Consciousness, the Graduate School of Professional Psychology, and the School of Management The School of Law ofters a four-year evening program leading to the JD degree, and currently enrolls 250 students. The school is accredited by the Committee of Bar Examiners of the State of California; John F. Kennedy University is accordined by the Western Association of Schools and Colleges.

The dean is the chief academic and administrative officer of the school. In collaboration with the faculty, the dean is responsible for program development, implementation and evaluation; hiring and evaluation of faculty; budgetary planning and control; and student recruitment. The dean will represent the school within the University. In conjunction with other University offices the dean undertakes outreach activities, including public relations and fundraising. The University is seeking a creative academic leader with both educational and practice experience. Demonstrated academic managerial skills are essential, and the successful candidate will be committed to collaborative administration. Candidates should possess a law degree and a minimum of five years experience

in higher education or the equivalent in a related area. Knowledge of state and national regulations relating to legal education, experience working with adult students, and an understanding of the role of fulltime and adjunct faculty in higher education are desimble. The candidate should have a commitment to diversity in all aspects of education and value community involvement.

The salary range for this position is \$45,000 to \$50,000. This is a fulltime position

Proposed starting date is July 1, 1992. Review of applications will begin April 30, 1992. Send a cover letter, resume, statement of educational philosophy as it pertains to legal education and the practice of law, and three letters of recommendation to:

> JOHN F. KENNEDY UNIVERSITY Search Committee Dean of the School of Law Personnel Department 12 Altarinda Road Orinda, CA 94563

The University regrets that applicants cannot be retinbursed for expenses related to the application or interview process.

John F. Kennedy University is an equal opportunity employer. The University does not discriminate on the basis of race, color, national origin, religion, age, marital status, gender, sexual orientation, or physical condition. In a continuing effort to enrich its academic environment and provide equal educational employment opportunities, the University actively encourages applications from members of all groups that are underrepresented in higher education.

12 ALTARINDA ROAD, CA 94563

#### ASSOCIATE DEAN FOR ACADEMIC AFFAIRS

Research College of Nursing Research College of Nursing invites applications and nominations for the position of Associate Dean for Academic Affairs. The position will be available on August 17, 1992. The Associate Dean reports to the President/Dean of the College and is responsible for the broad areas of faculty and entries.

The College of Nursing has a full-time faculty of 31 and an enrollment of 260 atudents. There are three options in the baccalauresto program: the basic, the accelerated for students with degrees in other fields, and the RN completion for students who are registered nurses. The Bachelur of Science in Nursing is offered in partnership with Rockhurst College.

Candidates must possess a Master's Degree in Nursing, current licensure in the State of Missouxi, an earned Doctorate in Nursing or related field. Three years or more of spocessful collegiate administrative experience, knowledge of curriculum development in both nursing and higher education, five to ten years of teaching at the baccalaureate level, evidence of scholarly activity, and a commitment to the goals of professional nursing admention.

Please send a letter of application including goals for nursing education and previous experiences which support the ability to meet the responsibilities of the position. Attach a curriculum vine and the names of three references who may be contacted. Materials are to be submitted to:

Dr. Norma Lewia Chair, Search Committee Research College of Nursing 2316 East Meyer Boulevard Koussa City, Missouri 64132

Application deadline: April 15, 1992 or until the position is filled. EOE.

law enforcement or campus public safety/ security. Associate's degree with appropriate relevant experience considered. Ability to work in a campus environment with ex-cellent oral and written communication skills necessary. Candidate must be willing to submit to a background check. Salary: negolable from \$18.80. Screening of pu-picants will begin on April 13, 1992 and continue until the position is filled. Send letter of application, résumé, and names

addresses, and telephone numbers of three references to: Robert W. Bertram, Director of Physical Plant, Castleton State College, Castleton, Vermont 65735. Castleton State College is a public liberal suts college in a rural Vermoot setting in the heart of the Green Mountains, with an earolinean of approximately 2,000 FTE. Castleton State College is an Equal Opportunity, Affirmative Action Employer, Misority and women candidates are necurated to anniverse.





#### ASSOCIATE VICE PRESIDENT FOR STUDENT AFFAIRS AND DIRECTOR OF **ENROLLMENT MANAGEMENT**

#### SOUTHWEST TEXAS STATE UNIVERSITY

Southwest Texas State University invites applications and nomina-tions for the position of Associate Vice President for Student Affairs and Director of Enrollment Management. Southwest Texas is a com-prehensive university of 22,000 students offering bachelor's and mas-ter's degrees. The university is located in the scenic Texas Hill Country at the headwaters of the San Marcos River in the community of San Marcos between Austin and San Antonio. DUTIES AND RESPONSIBILITIES

DUTIES AND RESPONSIBILITIES

The Associate Vice President serves as the chief deputy to the Vice President, coordinates, in collaboration with the department directors, the division's strategic planning process, assessment and research program, staff development program, budget and monitoring process, computer information needs, and program development initiatives. She/he handles constituent concerns directed to the Vice President's office, serves on numerous committees, oversees the Rudgeting and quality control process of division publications, coordinates major projects within the Vice President's office, handles related writing assignments and supervises a staff of four in the Vice President's office.

President's office.

As the Director of Enrollment Management, sha/he coordinates and facilitates the implementation of the University's enrollment management program through the vice presidents of the University and in consultation with the Enrollment Management Advisory Council. She/he works closely with the Director of Assessment and the Assistant Vice President for Planning and Administration in developing data and analyses that guide enrollment management decision-making. Through appropriate collaboration, she/he updates and extends the Enrollment Management Plan. In the role of Director of Enrollment Management, the incumbent reports jointly to the Vice Presidents for Academic Affairs and Student Affairs with the lead Vice President dent and Vice Presidents on the progress in meeting the goals of the Enrollment Management Program within the context of the University's Strategic Plan. QUALIFICATIONS

The successful candidate will have extensive experience and knowledge of student affairs functions and issues, understand thoroughly enrollment management strategies relating to the recruitment and retention of students, experience with assessment and, specifically, student outcomes assessment and analysis, experience with budgets and experience with program development. Must have a demonstration and experience with program development, must have a demonstration and possess excellant communication and organization skills. Master's degree required, Doctorate preferred, commitment to and demonstrated record of expanding opportunities to diverse populations on college campuses. APPLICATIONS

Submit a letter of application and résume, together with a one-page statement on the candidate's view of enrollment management to Dr. James D. Studer, Vice President for Student Affairs, Southwest Texas (State University, 801 University Dr., San Marcos, TX 78688; Phone #:

Review of applications will begin May 1 and will continue until the position is filled.

SWT is an AWEEO Employer.

# **VICE PRESIDENT FOR ACADEMIC AFFAIRS**

#### SEARCH EXTENDED

Nassau Community College invites applications from candidates with vision and experience for the position of Vice President for Academic Affairs.

The Vice President serves as a member of the president's Cabinet and supervi and is responsible for instructional and community services programs.

Candidates must have a significant teaching and research history with the ability to work with diverse constituencies within a collective bargaining environment. An earned doctorate with a minimum of live years of academic administrative experience in higher education is required. The successful candidate must demonstrate exceptional communication and interpersonal skills and the ability to articulate and to implement the mission and philosophy of a community college.

Nassau Gommunity College is one of the largest two-year institutions on one campus in the nation and has a diverse population of 23,000 students. The college offers a wide range of liberal arts and science programs, tine and performing arts, health-related actences, mathematics/computer processing, engineering technologies and business preprams. Nassau Community College is located on Long Island, thirty miles east of New York City.

The professed appointment date for this twelve-month administrative position is August 1, 1992. Salary is competitive and commensurate with qualifications and experience. Excellent benefits package provided.

Letters of application along with detailed curriculum vitae and three references should be mailed by April 13, 1992, to:



Special Education: Assistant Professor. The Department of Special Education at the University of Wisconsin-Eau Claire invites applications for a tenur-crack position in Special Education, mild excentional education needs, beginning August; 1992. Responsibilities include teaching educational assessment and methods courses, advising, supervising students in multidisciplinary clinical ovaluations and supervising student teachers. Candidates are expected to engage in scholarly activity and professional

service. Qualifications lachide a dectorate in special education; training, certification, and experience in one or more areas of special education, preferably learning disabilities; and aydence of research, actionarability, and public service. Salary commensurate with training and experience. Forward letter of application, who, and samples of acholarly activity, and have attained by a contrast letter of application; of pecoamendation cent to: Dr. David Franks, Chairperson, Department of Special Education, UWEC.



#### Vice President for Information Services NORTHWESTERN UNIVERSITY

Northwestern University, a comprehensive research university located in Evanston, Illinois, with a campus in Chicago, seeks a Vice President for Information services to be responsible for leadership, strategic planning, management, and coordination in applying state-of-the-art information technology to all aspects of the University's educational, administrative, and research activities. Reporting to the President, this Vice President works with the President President works with the Provost, Chief Financial Officer, deans, faculty, and other administrators and manages an immediate organization of 115, with a budget of \$7.2 million. The computing environment includes IBM mainframes, six microcomputer labs, a workstation lab, and a telecommunications organization.

The successful candidate will have a vision of ways to capture the benefits of information technology for higher education; a record of progressively responsible management experience in this field; broad technical knowledge; and the ability to foster a cooperative relationship structure through which efficient useroriented systems can be developed.

In order to ensure full consideration, résumés must be received by April 27, 1992. Letters of application and résumés will be reviewed in confidence by an executive search firm and should be sent to:

William J. Bowen Sulte 2800 125 South Wacker Drive Chicago, IL 60606

Northwestern University is an Affirmative Action, Equal Opportunity Employer and especially welcomes applications from women and minorities.



#### **PROVOST** The New College of Global Studies

RADFORD UNIVERSITY

Radford University is seeking a Provost for a New College of Global Studies currently in the planning phases. The New College will be designed to meet the growing need for a globally-oriented university education for undergraduates, with the potential for graduate programs to be developed as needed in the future. The New College will be substantially autonomous, but affiliated and interfaced with Radford University. The Provost of this new college will report directly to the President. Detailed planning of the program and physical facilities will begin with the appointment of the Provost and will involve a planning panel.

The position of Provost affords unusual potential and exciting opportunity for a person with a global perspective and the creativity to respond to changing needs in higher education with non-traditional approaches. The Provost must possess a strong record of academic achievement together with an interest in global education. The successful candidate must give evidence of the ability to develop, lead, and administer a program of the highest quality. A terminal degree in a relevant field and/or demonstrated scholarship in the field of global education plus administrative experience are expected. Salary will be negotiated.

Nominations and applications should be sent to:

Provost Search Committee Box 6953 Radford University Radford, VA 24142

Applications will be accepted until the position is filled.

Radford University is a state-supported comprehensive university with an enrollment presently limited to approximately 9,000 students. Located in the western part of Virginia in the beautiful Blue Ridge Mountains, Radford is a city of 13,500 and is approximately four and one-half hours from Washington, D.C. The 154-acre university campus is located about 45 minutes from the Roanoke Regional airport.

Radford University is an AA/EEO Employer. Applications from women and minorities are encouraged.

Bau Claira, Wisconsin 54702; 715-836-5511. UWEC is an Equal Opportunity, Af-firmative Action Employer. The University of Wisconsin System is required to release within two days of a request, after the deadline for receipt of normations and ap-plications, a combined list of all nominoes and applicants, without differentiation. Ap-plication deadline April 20, 1992.

funding) to teach undergradunic/graduate of courses in mild/moderate disabilities K-12. Additional responsibilities may include audient advising, departmental and college committee participation, research arrest of specialty, and student teacher supervision. Earned doctorate in special education or related field with auccessful teaching experience in mild/moderate disabilities K-6 or 7-12. Salary commensurate with qualifications, Send fetter of application, vita, transcripts, and 3 our entitlettee, Department of Special Ecustion/Committee, Department of Special Ecustion/Communication in Special Ecuston/Communication of Special Ecuston/Communication for Special Ecusion for Special Ecuston/Communication for Speci

teach undergraduate/graduate courses in emotional disturbance; additional teaching in learning disabilities and general special education courtes in individual section and integration. Some student teacher and integration in complete distributions of the section of the section of the section of the section in emotional distributions of the section of the with students with emotional disturbance. Appointment date August, 1992. Rank and subary commonaurate with experience. Submit credentally including 3 reference letters to: Head, School of Education, College of Professional Studies, University of Wisconsin-Stavens Point, Stevens Point, Point, Stevens Point, Wisconsin-Stavens Point, Stevens Point, Point, Stevens Point, Stevens Point, Stevens Point, Stevens Point, Stevens Point, Stevens Point, Point

ment of Special Education/Communication
Disorders, West Center, University of Nepracka at Kearney, Keerney, Nebrages
68249, Sturing date is August 24, 1992. For
hilt consideration, applications must be received by April 30, 1992; however, the posoliton-will remain open until filted. EEO
AA.

Special Education, Exceptional Education.
Assistant or Associate Professor in Exceptional Education with specialization in
Emotional Disturbance. Responsibilities:

Cabrillo College

Santa Cruz County, California

The Cabrillo Community College District Governing 80ard invites applications for the position of:

#### **Vice President/ Assistant Superintendent**

Commanding a sweeping view of Monterey Bay on the California Central Coast, Cabrillo College is a comprehensive two-year community college. The instructional program reflects co-equal priorities: academic preparation for transfer and career training in more than 20 technical disciplines. The college also offers continuing education, is a partner in local economic development, and serves as a cultural center for its community. Credit enrollment is about 14,500.

The Vice President/Assistant Superintendent provides administration and leadership for the instructional program. The successful candidate will demonstrate:

- Commitment to the mission of a comprehensive community college
- Competence in instructional and facilities planning, fiscal and program management, contract administration, and other administrative
- Dedication to academic excellence, expertise in the teaching and learning process, and ability to promote instructional innovation
- Effectiveness as a leader and communicator

Application Deadline: 5 p.m., Tue., May 26, 1992 Forward inquiries and requests for materials which fully describe the position, qualifications, and process to:

Secretary to the Governing Board Cabrillo College 6500 Soquel Drive, Aptos, CA 95003 408-479-6302

An Equal Opportunity/Affirmative Action Employer

#### Armstrong State College Savannah, Georgia

\*

#### **Executive Director for Development** and College Relations

Armstrong State College Invites nominations and applications for the position of Executive Director for Development and College Relations. in Southeast Georgia on the Atlantic Coast. Armstrong State College a unit of the University System of Georgia, has recently enrolled over 5000 students, the highest number in the college's history. Because of the soaring enrollment and recent changes in its position in the community, the college has created a new opening for an energetic individual to design and build a comprehensive fund-raising and marketing program.

vidual to design and build a comprehensive mind to design and build a comprehensive mind program.

The Executive Director is the officer responsible to the President for generaling greater understanding of and support for the college. The Executive Director plans and organizes strategies for fund raising coordinates all institutional relations and public relations activities and oversees the area of alumni affairs, development, marketing, and public information. The Executive Director shares with the President primary responsibility for fund raising Cualifications for the position include:

- ications for the position include: Minimum of three years' successful experience in directing fund-raising campaigns, preferably with a public college.
   Administrative experience in institutional advancement
   Experience in seeking major or special gifts
   Knowledge of higher education, public relations, marketing, media, and development
   Management and staff leaderable skills
- r, and development magement and staff leadership skills monatrated record of auccessful oral and written communica module.
- A bachelor's degree required, advanced degree preferred

The position is available immediately. The salary is commens with qualifications and experience. Application deadline: May 8, 1 Applicants should send a letter of application, résumé, and names

Dr. Lorie Roth, Chair Search Committee for Executive Director Armstrong State College 11935 Abercom Ext. Savannah, QA 31419-1997

}

Annatrong State College is an affirmative action, equal opportunity employed Georgia is an Open Records Law State.

must send a letter of application, curico lum vitas, transcripts, and three letters of recommendation to: Dr. David Serior, Chair, Search Committee, Department of Special Education and Habilitarity Serior, University of New Orients. New Orients, Louisiana 70148, Review of applications will begin on April 15, 1923, and will conducte until the position is filled. UNO is committed to faculty diversity and is an EO/AA employer.

**BULLETIN BOARD: Positions available** 

## **CLEVELAND STATE UNIVERSITY** PRESIDENT OF

THE UNIVERSITY The Board of Trustees of Cleveland State University invites nominations and applications for the position of President. An appointment is expected to be made by the Fall of 1992.

CSU is a growing, urban university. Founded in 1964, the University offers a broad mix of bachelor's and graduate programs in the humanities, natural sciences and social sciences, as well as the professions. The University is organized around six colleges: Arts and Sciences, Business Administration, Education, Engineering, Law and Urban Affairs. CSU has a faculty of over 500, serving a diversified student body of over 19,000; more than one-fourth are graduate students.

The President has overall academic and administrative leadership responsibilities for the University and reports to the Board of Trustees.

Candidates should possess an earned doctorate or other ter-minal degree and demonstrate a continuing commitment to academic excellence. Significant academic leadership expe-rience is essential. The best candidates will show a clear understanding of the opportunities for growth in an urban university and a creative sense of how to further the University's teaching and research missions. The President must be a community-minded individual with a strong commitment to open access to educational opportunities

For most favorable consideration, letters of nomination and applications with curriculum vitae and references should be ived by May 15, 1992, and sent to:

Judge Alvin I. Krenzler Chairman, CSU Presidential Search Committee c/o Heldrick and Struggles 1100 Superior Avenue, Suite 930 Cleveland, Ohio 44114

# **CSU** Cleveland State University

An equal opportunity, affirmative action employer.

## *Vice President/* Glendole Vice Presidenti Comministrative Services

The Glendale Community College District invites applica-tions for the position of Vice President/Administrative Services. The Vice President reports directly to the Superintendent/President. This is a 12-month Executive

QUALIFICATIONS: a minimum of graduation from an accredited college or university with a degree in Business Management, Accounting, Economics, Finance or Public Administration, or a related field. An advanced degree is desirable. At least five years of successful experience in a managerial level position. Additional highly desirable qualifications include proven ability to supervise and motivate lower and middle level staff; demonstrated skill in budgeting, planning, project leadership, and personnel management; and experience in school district business management at any level preferred.

APPLICATION DEADLINE: April 24, 1992.

THE SELECTION PROCESS: Applications must consist of the official District application form, resume, three letters of reference, and copies of college transcripts. Glendale Community College is an equal opportunity employer, and all candidates must satisfy certain minimum experience and education requirements and participate in competitive selection procedures.

SALARY AND BENEFITS: Beginning salary will be commensurate with the background, training and experience of the final candidate with appropriate placement on the Management Salary Schedule. The annual 1991-92 salary is \$66,336 - \$84,648 (6 steps).

Inquiries for this position should be directed to:

Office of Human Resources GLENDALE COMMUNITY COLLEGE DISTRICT 1500 North Verdugo Road

Glendale, CA 91208-2894 (818) 240-1000 Exts. 578 & 478

Special/Elementary Education: Assistant professor entry level, tenure irack, doctorate or ABD. Responsibilities include teaching methods of special education and elementary education, supervision of student interns. Individuals with public school teaching experience are ancouraged to apply. Appointment begins September 1992. Send letter of application, current résumé, transcripte, and three letters of reference to: Dr. Tarry Rosen, Chair, Division of Education. Campus Box 2419, DeLand, Ffordata 17720. Stetson University is strongly committed to developing a diverse faculty. Women and minoriales are encouraged to apply. DeLandies are encouraged to apply. DeLadification and minoriales are encouraged to apply. DeLadification and minoriales are encouraged to apply. DeLadification and minoriales are encouraged to apply. DeLadification and respectation, Carpus Box 2419, 1992.

Confern City Community College, an attailering and the hint of metallicing of 2,200 students, focation in a collecting discrete and growing Southwest Europe City of 25,000, in accepting applications for

#### Dean of Instruction

leastherisch ofarileader to share point responsibility with dearn of the hindal elucation as chich as ademic of the under
CEO. Phoside learkriship and superistion for instructional and related programs, implement as ademic plan and
programs as associated degree levelmanage programs, personnel, loadert
manage programs, personnel, loadert
manage programs, personnel, loadert
mountment Require indoctorate from accredited maintainer; 3 years of reperence in higher chroation actions ad
miolstration; loader, personnel, stall
fleschopment, computer and other
stall; 5 years of college roaching epiemency, browkedweadsocacy of alternative instructional delice yeasthing epiement to innovation-staken success
uther requirements. Competitive compensational eneiti package. Report high.
1 Apply by May 1 for

James H. Jangeman, President leacher/scholardeader to share joint re James H. Tangeman, President Garden City Community Cullege 801 Campus Drise Garden City, KS 67846

#### DEAN

ROSS UNIVERSITY invites applications or nominations for the position of Dean of its School of Medicine at its campus in the West Indies.

RESPONSIBILITIES: The Dean, who reports directly to the President of the University. Itas responsibility for and authority over all aspects of the School's Basic Schence operations.

QUALIFICATIONS: An M.D. degree, usperfence in medical school teaching and administration (Experience as a dean or associate dean preferable.)

SALARY AND BENEFITS: Negotiable. SALARY AND BENEFITS: Negotiable.
Salary will be free of income lax. (No Federal, State, or local U.S. income lays. un Dominican income lays.)
APPLICATION PROCEDURE: Send ketter of statistics for the sale statistics.

ter of application accompanied by C.V. and names, addresses and telephone numbers of references to:
Dr. Robert Rose
Rose University School of Medicine
460 West 34th Street, 12th Floor
New York, NY 10001

VICE PRESIDENT FOR **ADMINISTRATION** 

Marietta College invites applications and nominations for the position of Vice President for Administration and Finance.

AND FINANCE

The College: Marietta College is a distinguished private, non-sectarian liberal arts college with a primarily residential enrollment of 1,300 and a 13:1 student-faculty ratio. The College houses the sixteenth oldest chapter of Phi Beta Kappa and has recently been ranked the "Number 1 regional liberal arts college in the Midwest" by U.S. News & World Report. The College has a wide variety of traditional liberal arts majors, special curricula in petroleum engineering, sports medicine, and mass media, and two master's degree programs. Through its McDonough Center for Leadership and Business, the College is committed to the cross-curricular development of citizen-leadors.

The Position: The Vice President for Administration and Finance is the Chief Financial Officer of the College. He or she is directly responsible to the President for the administration, direction and quality of business and financial operations, investments, insurance programs, capital projects, and budget preparation. Areas which report to this person include the Comptroller's Office, physical plant, nonacademic personnel, postal service, and auxillary enterprises.

The Candidate: The preferred candidate will be an unusual leader and manager. He or she must be a skilled financial analyst and a people-person with skills in communication. This person will be crucial in the implementation of the campus total quality movement. The successful candidate will have significant administrative and fiscal experience involving the management and operation of business and financial affairs in higher education or a comparable organization.

Initial screening will begin on April 25, 1992. The new Vice President for Administration and Finance should be prepared to begin his or her duties

Direct nominations or letters of application with a complete resume and the names, addresses, and telephone numbers of three references to: Professor Edward Osborne, Chair; Vice President, Administration and Finance Search Committee; Marietta College; Box P-27; Marietta, OH 45750.



# NAPA Valley College

## **EDUCATIONAL ADMINISTRATION OPENING**

Part of the California Community College System, Napa Valley College enrolls approximately 9,000 students each term in credit, non-credit, and community services classes. Situated on a beautiful 180-acre campus in the heart of California's wine country, Napa Valley College is located 50 miles northeast of San Francisco. The College is seeking qualified applicants for the following educational administration position:

Vice President, Instruction: Reporting to the Superintendent/President, the Vice President is responsible for leadership, planning, organizing, directing, supervising, and evaluating instruction. A master's degree is required; leading candidates will have successful teaching and instructional administration experience in higher education; community college experience is desirable. Current annual salary \$77,128; excellent fringe benefit package. Filing deadline: May 29, 1992. For application procedures contact: Office of Human Rasourcas, Napa Valley College, 2277 Napa-Vallejo Highway, Napa, CA 94558; (707) 253-3366.

NAPA VALLEY COLLEGE IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER. NAPA VALLEY COLLEGE MAINTAINS A DRUG-FREE WORKPLACE AND REQUIRES THAT EMPLOYEES ABIDE BY THAT POLICY.

cation with emphasis in education of sifted and talented students or related field, poad knowledge of special education discipline; demonstrated interpersonal, communication and collaborative skills and experience working with university students, colleagues and public school personnel to develop and maintain cooperative relationships; public school teaching experience with students who are gifted and talented; college/university teaching in special education derate and or severe disabilities on campus, at extended sites or via disabilities; praintenance and maintain or professional growth and development, Desirable Qualifications; Teaching experience in multicultural/rursal special education sattings and with non-traditional or culturally diverse adult populations; knawledge of anchor experience in developing, coordinating and implementing alternative or non-traditional instructional methods; experience in apecial education program development, templementation and evaluation; signon gragential education program development, implementation and evaluation; signon gragential education and program evaluation; signon gragential education development, implementation and evalua

# **VICE-PRESIDENT** For Student Affairs

- Northwestern University -

The Vice-President for Student Affairs is an officer of the University and serves as a member of the President's staff with

The Vice-President is responsible for providing direction in the

- Developing and coordinating programs encom-passing student activities and conduct, counsel-ing, guidance, student health, housing, food service and placement.
- Serving as an advocate of student needs while participating in University policy making. Overseeing budget and ongoing operations consisting of approximately 240 professionals and support staff.

The qualified candidate should have significant administrative experience relevant to aludent affairs, strong managerial skills and a demonstrated record of achievement, preferably in a comparable educational environment. An earned doctorate is preferred but not necessary.

For full consideration, nominations and applications should be sent by May 1, 1992 to:



Vice President Marilyn McCoy Northwestern University 633 Clark Street Evanston, Illinois 60208

Northwestorn University is an Equal Opportu player and especially welcomes applications from women and minorities.

potential for research/acholarly activity; commitment to professional growth and development. Desirable qualification; Teaching experience in multiculturalivarial apecial education settings and with non-traditional or culturally diverse adult populations; knowledge of and/or expertice in developing, coordinating and inpulementing alternative or non-traditional instructional methods; experience in special education program development, inpulementation and evaluation; strong organizational and program evaluation skills. Salary range: 334,664-318,964 depending on experience. Application Procedure: Forward letter of





PRESIDENT

**Atlantic University** 

Virginia Beach, Virginia

The Preskiculial Search Committee is seeking nominations and appli-cations for the position of President of Allantic University. Reporting directly to the Board of Trustees, the President is the chief academic and administrative officer of the University.

Atlantic University, founded as a graduale school in 1985, is located one block from the ocean in Virginia Beach, Virginia. It offers a master's degree in the interdisciplinary field of human consciousness studies and has a unique mission:

"Allantic University provides a learning environment integrating body, mind, and spirit to help individuals achieve higher human potential and transform their lives, better understand their relationship to all life, and be of greater service to others."

This program currently attracts about 100 degree-seeking students interested in this holistic educational experience that emphasizes per-sonal growth as well as academic achievement.

Qualifications:
The next President of Atlantic University should be a proven administrator or academic leader in higher education possessing the follow-

ng qualifications:

• visionary and strategic planning skills to further develop and implement the University's unique mission:

• budgetary and financial management skills to provide leadership in a time of constrained financial resources:

• sensitive interpersonal skills in order to work cooperatively with Board, faculty, staff, and students in Identifying university priorities including curriculum and faculty development and student recruitment:

recruitment;

• the ability to effectively communicate the mission of the University to the community at large, presenting a positive image and inspiring broad financial support; and

• a Fh.D. or terminal degree in one's field.

Kleth VonderOhe, Chair Presidential Search Committee Attantic University 67th Street and Atlantic Avenue

P. O. Box 595 Virginia Beach, VA 23451-0595

Inquiries may be directed to Mr. VonderOhe at the above address or by calling (804) 428-1512 or (804) 428-3588, ext. 104.

Applications should include a current and complete résumé with the names of three persons who can serve as references.

Review of nominations and applications will begin immediately and continue until a suitable candidate is selected.

Atlantic University is an equal opportunity, affirmative action employer which actively seeks and encourages nominations and expressions of interest from minority and female candidates.

Mominations and applications should be submitted to:

**PRESIDENT** 

Louisburg College

Louisburg, North Carolina

The Oldest Chartered Two-Year, Church-Related, Coeducational College in the Nation

The Board of Trustees of Louisburg College invites applica-

Situated in the historic district of Louisburg and located in the

northeast piedmont about 30 miles from the state capital, Louisburg College is the coeducational junior college of the North Carolina Conference of the United Methodist Church, With a 41-member faculty and a student enrollment of 662 FTE, Louisburg College offers curriculum for the Associate in Arts, the Associate in Science, and Business programs.

The primary mission of Louisburg College is to provide opportunity, individual attention, and solid academic preparation to students making the transition from high school to a four-year college. The size of the college is conducive to individualized

instruction and to a greater sense of an inter-related college community. Louisburg College celebrated its bicentennial in 1987; its association with the United Methodist Church has existed for over eighty years. The college experienced significant physical expansion during the 1980's, including construction of a noteworthy center for the perfection arts.

Candidates for President of Louisburg College must have an earned doctorate or appropriate experience that provides equivalent strength; a commitment to student-centered higher education; and essential leadership and communication skills to effectively a second test of the control of the co

tively guide the institution as it enters its third century of service. A more complete statement of desirable leadership qualities is

Applicants should send a current résumé and a letter express-

ing their interest and qualifications. Review of applications will begin immediately and will continue until a suitable candidate is

found. Inquiries, nominations, and applications should be sent to: Dr. Wallace H. Kirby, Chair, Presidential Search Committee, Louisburg College, 501 N. Main Street, Louisburg, NC 27549.

Louisburg College is fully accredited by the Southern Association of Colleges and Schools.

Louisburg College is an equal opportunity employer.

PRINCE WILLIAM SOUND

COMMUNITY COLLEGE

Valdez, Alaska

**CAMPUS PRESIDENT** 

The University of Alaska Anchorage (UAA) is currently accepting applica-tions and/or nominations for the position of Prince William Sound Communi-ty College (PWSCC) President. Reporting to the Chancellor of UAA, this position is responsible for planning, development and management of PWSCC. The President provides leadership in academic and institutional development and delivery of services for Prince William Sound and Copper Basin regions.

Prince William Sound Community College, part of the University of Alaska Statewide System, has its main campus in the historic community of Valdez, with extensions in Cordova and the Copper Basin. Located in Southcentral Alaska, PWSCC serves a geographic area of more than 44,000 square miles. The college's curriculum includes liberal arts, general education, vocational education, adult basic education, general education development testing services, self-improvement courses and seminars.

A complete position description may be obtained from the University of Alaska Anchorage Personnel Services Office.

Review of applications will begin May 1, 1992 and continue until the position is filled. Submit letter of application, including statement of educational philosophy, comprehensive resumé and names, addresses and phone numbers of five professional references to: University of Alaska Anchorage, Personnel Services Office, 3890 University Lake Drive, Anchorage, AK 99508; telephone: (907) 786-4608; FAX: (907) 786-4727.

UAA is an AA/EO Employer and Educational Institution.

thy center for the performing arts.

tions and nominations for the position of President.



Chicago Public Library COMMISSIONER

Chief Executive Officer of a Citywide system encompassing a new central research facility, the Harold Washington Library Center, eighty neighborhood branch fibraries and two regional libraries. Annual operating budget. \$71 million. Capital improvement projects \$28 million. Personnel 1,400. Service population trous. Items in the collection 12.6 million. Annual circulation of million. Annual use 8.8 million pations. Items in the collection 12.6 million. The Chicapo Public Library serves a diverse, urban population, including over 20 major non-english speaking communities.

Develops library services and policies, objectives and priorities for the Board of Directors and City Administrative. • Directs planning of public, support, and administrative services. • Advises and informs of 34, including two deputy commissioners and feur assistant commissioners. • Develops and manages the Library budget and iscal aractices in cooperation with the Board of Directors and City Administration. • Directs personnel management including povernment and private grants, fund relising in conjunction with the City Administration as a member including government and private grants, fund relising in conjunction with the City Administration, objects personnel management including downment and private grants, fund relising in conjunction with the City Administration, objects and project. • Acts as the Library's Halson to City. State and Federal funds. • Administration is project. • Acts as the Library's Halson to City. State and Federal governments. • Develops cooperative programs including community outrach and preas relations.

OUALIFICATIONS—Minimum four years successful high level administrative experience in a large, complex organistrated knowledge and understanding of urban libraries or related institutions. Proven fund resing skills. Experience in lent written and verbal presentation skills. Knowledge of Chicago and Illinois deviable. Excellent commensation package. Starting Public Library, 400S. State Street, Chicago, It. 80805 by



OXFORD, OHIO This growing liberal arts Baptist university will fill the vacancy cre-ated by the untimely death of its President, Dr. Robert E. Cralg. **PRESIDENT** 

Search Committee Attn: E. N. Smith, Jr. P. O. Box 1315 Marshall, Texas 75671 Tel: (903) 935-523 | Fax: (903) 935-2533

TEXAS TECH UNIVERSITY

HEALTH SCIENCES CENTER

**Executive Director for HealthNet** 

Available July 1, 1992, administrative head of HealthNet, a Health Sciences Center unit which is dedicated to the use of telecommunication technology and other health care innovation to create improvement in rural health care.

Manage newly formed organizational unit combining techniques of business operations with demonstration project development and collaborate with individuals in health care and academics.

Master's degree required. A Master's or doctorate degree in health care administration or other related field is preferred. Managerial/administrative experience in health-related organization and professional history of increasingly responsible positions are required. Experience in project development and grant-seeking is desirable. Previous experience in higher education and/or an academic health center is beneficial. Deadline for applications: April 30, 1992.

CONTACT

Teddy L. Langford, R.N., Ph.D., C.N.A.A. Interim Executive Director, HealthNet Texas Tech University Health Sciences Center Lubbock, Texas 79430

or call (806) 743-2738

TTUHSC is an equal employment opportunity, affirmative action employer.

**EXECUTIVE DIRECTOR** 

San Francisco State University Foundation, Inc.

The Board of Directors of the San Francisco State University Foundation is seeking an Executive Director. The SFSU Foundation, inc. is an independently incorporated auxiliary organization of San Francisco State University with an annual budget of over \$12,000,000. The Foundation has the mission of 1) engaging in institutional development by fund raising, investment and stowardship of its resources: 2) administering externally funded grants and contracts; and 3) serving as an avenue of public involvement in the University.

As the chief administrative officer of the Foundation, the Executive Directors

As the chief administrative officer of the Foundation, the Executive Director is responsible under the direction of the Foundation Board of Directors for financial planning and budget management, administration of over 300 accounts for project managers and principle investigators, oversight of Foundation investigators, and development of new ventures which fall within the Could of the Foundation and the University.

Salary is competitive and commensurate with qualifications. Candidates for the position should send a current résumé plus names of at least three current references by May 15, 1992, to Jo Volkert, San Francisco State University, 1600 Holloway Ave., San Francisco, CA 94132.

SFSU Foundation Inc. is an Equal Opportunity, Affirmative Action Employer.

#### Referrals or applications for the office of President should include a current résumé, and be addressed by 4/30/92 to:

The Board of Trustees of Miami University Invites nominations, applications, and letters of inquiry for the position of President upon the retirement of President Paul G. Pearson as of December 31, 1992. The President is elected by and serves at the pleasure of the Board of Trustees and is charged with the responsibility of administering the affairs of the University as its chief administrative officer.

Miami University is a state-assisted comprehensive university located in southwestern Ohio. Established in 1809, Miami began collegiate instruction in 1824; since that time, it has grown to an enrollment of more than 20,000 students on four campuses with an annual budget of more than \$215 million. The University awards baccalaureate degrees in about 70 fields, master's degrees in 60, and doctoral degrees in 10 disciplines. The central campus is in Oxford, a small city with a population of 8,500 located thirty-five miles north of Cincinnati and forty-five miles southwest of Dayton. The enrollment on the Oxford campus is limited to 16,000, with approximately 7,000 students living on campus in 38 residence halls. Mlami has regional campuses in two nearby cities, Hamilton and Middletown, and a European Center in Luxembourg.

Miami University is a selective public university with a long tradition of dedication to teaching excellence and undergraduate liberal arts education with an increasingly strong record of scholarly achievement.

The Board of Trustees and its Special Committee seeks an outstanding individual with a distinguished record of accomplishment, experience, stature and academic understanding to provide effective leadership and management to lead the University into the next century.

Inquiries, nominations, and applications for the position of President are invited and should be directed to:

Special Committee for the Selection of a President William G. Slover, Secretary to the Board Office of the Secretary 101 Roudebush Hall Miami University Oxford, Ohio 45056 (513) 529-3610

The successful candidate will be expected to assume his or her duties on January 1, 1993 or as soon thereafter as is practical. Applicants should send a resume and statement of interest to Dr. William G. Slover at the address above. Supporting Information, including references, will be requested by the Special Committee at the appropriate time. The Special Committee will begin its review and screening of applications on or about May 1, 1992. The earch will remain open until the position is filled.

> Miami University is an Equal Opportunity. Affirmative Action Employer.

Applications from women and minority candidates are encouraged.

students, staff and faculty in intensive production program including Equity touring company; teach scenic design, construction and painting; design productions annually; demorpstrated leadership and supervivant ally; demorpstrated leadership and supervivant substant ally; demorpstrated leadership and supervivant considered). MFA or MA in scenic design, constructions and considered of the professional theatre considered of the position of Assistant Professor of Theology. The successful and experience. Ten-month, team-track.

# PRESIDENT

Pines Technical College Pine Bluff, Arkansas

The board of trustees of Pines Technical College invites applications and nominations for the position of president.

Pines, a newly established two-year public college, is located in Southeast Arkansas and serves some 200,000 residents in an industrial, agrari-

The president, as the chief executive officer, reports directly to the board. The college seeks a dynamic, educational leader who will articulate the mission and lead the setting of the direction for this newly established college.

 An earned doctorate is preferred, with a Master's degree required.
 Commitment to the comprehensive community college concept of vocational technical, liberal arts, developmental and community edvecational technical, aperal arts, developmental and community en-tication and services.

Evidence of successful leaching or other significant experience which demonstrates an understanding of the teaching/learning process.

Ability to lead in the decision-making process to foster a common sense of purpose throughout the college.

Minimum of four years' administrative experience at the college local.

· Ability to relate well within an urban, multi-ethnic, multi-cultural

Application Procedure

This position is available now. Nominations and applications must be received by June 1, 1992 to receive consideration. A letter of application, detailed résumé and at least three references should be submitted to: Chair, Search Committee Pines Technical College 2220 West 18th Avenue Pine Blutt, Arkansas 71603

Pines Technical College is an equal opportunity employer.

#### **PRESIDENT**

#### New Brunswick Theological Seminary

The trustees of NBTS invite nominations and applications for the position of President. Pounded in 1784, NBTS is an institution of the Reformed Church in America and is located in the midst of Rutgers University, 35 miles from New York Cily. Its multi-etimic, ecumenical student body of about 180 students are prepared in day and evening classes on campuses at New Brunswick and at St. John's University in Queens, NY. The M.Div., M.A. In Theology, and Th.M. In Pastoral Care degrees are granted. Nominations and applications, including a complete vita and letter of interest, shall be submitted no later than June 1, 1992 to: The Rev. Charles Morris, Chair, Presidential Search Committee, NBTS, 17 Seminary Place, New Brunswick, NJ 08901-1196.

#### Executive Director

Conrad Blucher Institute for Surveying and Science Nominations and applications are being accepted for the position of Executive Director of the Conrad Blucher Institute for

Surveying and Science. The Conrad Blucher Institute is supported by a combination of a fully-funded endowment and various contracts and grants. The Institute's mission is to support (primarily applied) research in the earth and related sciences; to improve all educational op-portunities in the surveying profession and to encourage public education in math and science. The Executive Director reports

directly to the Dean of the College of Science and Technology.

Corpus Christi State University is a campus of The Texas A&M University system. The University will undergo major change and development over the next five years. Legislation has been enacted that will move the university from an upper division institution (junior, senior and graduate students) to a tradi-tional, four year, doctoral granting university. The University has an island campus that is located in Corpus Christi Bay. The city of Corpus Christi has a population of 300,000 and enjoys a semi-tropical climate. The surrounding region presents a challenging arena of oil and gas production, a major petroleum related port, a sensitive natural environment and a destination point for tourists. Qualifications for the position include:

1. An educational background in the earth, or related sciences: an earned doctorate and eligibility for faculty rank in the College of Science and Technology is preferred;
2. The ability to interact and maintain relations with govern-

mental and institutional officials in seeking grants, contracts, cooperative projects and other agreemen

 The ability to carry out traditional academic and administrative duties in an environment that involves professional surveyors, scientists from various disciplines and officers or others within the College, the University, The Texas A&M University System and government;

4. A proven record in sponsored research and experience in

teaching is also preferred.

Compensation for the Executive Director is competitive with that of department chairs or senior research positions. Faculty rank, if applicable, is negotiable.

If further information is needed concerning the duties of the Executive Director, contact Dr. John Richards, the interim director, at the University address below. Applicants should include a vita and three references. The posi-

tion will remain open until filled. Please send nominations and applications to:

Dr. John M. Richards Chair, Search Committee Corpus Christi State University 6300 Ocean Drive, Corpus Christi, Texas 78412

Corpus Christi State University A Campus of The Texas A&M University System CCSU is an Equal Opportunity, Affirmative Action Employer

---

# **Classified Advertising Insertion Order**

☐Display Classified	☐Regular Classified	
Column(s) x In	ches or Alphabetical Listing	
Date(s) of Insertion		
Alternate insertion date(s)_	<u> </u>	
□Payment enclosed	☐Bill to address below:	☐Assign box number
Name	Title	
rostitution or company		
Street Address or P O. Box #		
City	State	Zıp Code
Purchase Order No		
Conlact person	Telephone number	
Att	ach ad copy and any required billing forn	ns
Special Instructions:	<del></del>	
	Please send to:	
	The Chronicle of Higher Education	

**Bulletin Board** 1255 Twenty-Third Street, N.W. Suite 700 Washington, D.C. 20037

porary instructors to teach fundamentals of public speaking. M.A. In Speech Communication and transcript indicating satisfactory performance in a public speaking class required; Ph.D. in Speech Communication experience in teaching spublic speaking at university level preferred. The positions are constingent upon funding. Sand letter of application, transcript, vita, and three letters of recommendation to Denise Vrochota, Department of Speech Communication, 210 Pearson Hall, lower Sate University, Ames, Jown 5011. ISU is an AAEO exployer. Women, minorities and members of other protected groups are encouraged to apply.

This deal Activities: Student Activities Director. Northwestern College acets candidates with a master's degree la student development or a related field, although those with a II.A. and experience beyond analystical will be considered. Resnonsibilities include supervising Student Activities Councille programs such as major contemporary Christian, concerts, film series, thems weeksnot and another sound and any supervision.

tions: M.A. degree in student porsonnel or related held and two or more years of experience in student development, Salary commensurate with experience and credentials. Starting date July 1, 1992, or before. Application, resume, may 1, Send letter of application, resume, may 1, Send letter of application, resume, may 1, Tree letters of reference to Carol V. Johnson, Vice President-Dean of Students, St. Olaf College, North-Reit, Minnesole 35037, EOE/AA.

Studeni Activities: Search extended. Two postions. The University of Tennessee, Knowlife, seeks qualified applicants for the position of Student Activities Advisor, Individual will advise threefour of nine committees comparing the Contral Program, Cournell: All Cangus, Events, Campus, Esterialment Board, Cultural Attractions, Exhibits, Flans, Issues, Recreation, Teleproductions Board, and the Women's Coordinating Council. Advisor will coordinate the development and implementation of innovative programs for the computer community that are both educational and entertaints. Matter 2 Degree professor

A complete list of the latest government grants, foundation grants, and private gifts to colleges and scholars —

every week in The Chronicle.

mission of the Foundation and the University.

Qualifications

Candidates for the position should possess a baccalaureate degree, with a Master's degree in business or public administration preferred. Candidates should have at least five years of progressively responsible experience in financial management of educational or other non-profit, public service organizations. Candidates are expected to have proven outstanding management skills; ability to operate cooperatively and collaboratively in a culturally diverse environment; ability to work effectively with faculty, university administrators and community leaders; and demonstrated ability to lead a comparable organization, preferably in a University setting, during periods of change. complying with licensing regulations. Supervise, evaluate, train staff, liaison for center/andversity units, Academic year appointment, \$21,000. flegin August 3, 1992. Requires master a in aducation (prefer early chidhood emphasia); day care supervision, program development experience. Wisconsin Islands application letter stame, aames and photo numbers of three professional references to; Mick Miyamoto, Student Life Office, University of Wisconsin 54601. Must be received by April 24. Alphabetical list of numinees and applications, without differentiation, may be released after deadline. Women, minorities encouraged to apply. AAABOR. pervise 4 major productions in the Department of Performing and Fine Arts. May leach design courses, thealre history, and must team teach introduction to Fine Arts. Candidates should have completed Fa.D. though strong ABD or MFA applicants will be considered. Runk: Assistant or Associate, tenure track according to qualifications. Send vine, 3 letters of reference transcripts and photographic portfolio is: Roger O. Doyle, Chair, Department of Farforming and Fine Arts, University of Parland, 5000 North Willamette Bookvar, Portland, Oregon 97203. Applications will be received through May 1, 1992.

# **Send Paper**

--



RANES ARE THE STUFF OF MAGIC, whose voices penetrate the atmosphere of the world's wilderness areas, from Arctic , tundra to the South African veld, and whose footprints have been left on the wetlands of the world for the past 60 million years or more. They have served as models for human tribal dances in places as remote as the Aegean, Australia, and Siberia. Whistles made from their wing bones have given courage to Crow and Cheyenne warriors of the North American Great Plains, who ritually blew on them as they rode into battle. These birds' wariness, gregariousness, and regularity of migratory movements have stirred the hearts of people as far back as medieval times and probably long before, and their sagacity and complex social behavior have provided the basis for folklore and myths on several continents. Their large size and humanlike appearance have perhaps been a major reason why we have so often been in awe of cranes, and why we have tended to bestow so many human attributes upon them.

Cranes have also provided the basis for a surprising number of English words that we no longer associate with them. The Greek word for cranes, geranos (or gereunos), apparently was based on the myth that cranes constantly wage warfare on a tribe of Pygmies, the ruler of whom was named Gerania and had been transformed into a crane by Juno and Diana for neglecting the gods. (A similar myth in India refers to warfare between dwarfs and the fabulous garuda bird.) The geranium plant is so named because of the similarity of the long and pointed seed capsule to a crane's bill. The Romans referred to the cranes as grues, apparently from the sound of their calls. The related Latin word congruere, meaning to agree, is the basis for the modern English word 'congruence," and both derive from the highly coordinated and cooperative behavior typical of cranes. Likewise, "pedigree" is derived from the French pied de grue, meaning "foot of a crane," and is based on the characteristic branching pattern of a genealogy. Finally, "hoodwinking" is derived from the practice of sewing shut the eyes of captured cranes in order that they can be more readily tamed and

The text and illustrations above are by Paul A. Johnsgard, professor of biological sciences at the University of Nebraska. They are from Crane Music: A Natural History of American Cranes. Copyright © 1991 the Smithsonian Institution Press.

# House Dashes Hopes of 'Peace Dividend' for Colleges

Continued From Page A25

overwhelming support that both houses of Congress had shown for bills reauthorizing the Higher Education Act. But the failure to take down the so-called spending walls made it clear that lawmakers would have little money for increases in student aid.

College lobbyists conceded last week that they would have to lower their sights and seek a maximum Pell Grant of \$2,800 for academic 1993-94, up from the current \$2,400. That figure is well below the \$3,600 that the Senate proposed in its reauthorization bill or the \$4,500 in the House

Even \$2,800 seemed optimistic last week after Congressional sources said that the Education Department was preparing to announce a major shortage of Pell Grant funds for academic 1992-93. The sources said Administration officials had indicated that the \$5.5-billion appropriated for fiscal 1992 could be more than \$1-billion short of the expected demand in

#### Confusion Over a Shortfall

It was not clear whether the \$1billion included, or was in excess of, a \$332-million shortfall that President Bush sought financing for in his January budget request.

An Education Department spokeswoman said last week that she could not confirm reports of the shortfall. The spokeswoman, who cited a department policy in requesting anonymity, said officials were standing by their request for \$332-million and were continuing to analyze data concerning demand for Pell Grants.

If Congress does not allocate 1993 funds to eliminate the shortfall, the Education Department would be forced to end grants this fall for the least-needy Pell Grant recipients, starting with those who get \$200 and possibly including those who receive \$400 or more. More than a million others could have their grants reduced.

#### College Lobbyists Glum

Many observers expect Congress to find the \$1-billion, or a substantial portion of it, to enable students to get their full grants in the fall. But the lawmakers would then be unable to provide much of an increase for 1993-94. They also would have trouble finding money for several programs created in the reauthorization that are intended to encourage more schoolchildren to attend college and to reward

needy students who excel. College lobbyists and student leaders were glum last week. Many had viewed the effort to allow transfers from the military to domestic accounts as their last hope for raising education spending in fiscal 1993, and the reports of the Pell Grant shortfall made matters worse.

"It's as close to a worst-case scenario as we can get, given the expectations we had for these programs," said Edward M. Elmendorf, vice-president for governmental relations at the American Association of State Colleges and Universities,

#### If the changes in spending limits not concrete, however, because had been approved, the House was the Senate has not agreed to the prepared to proceed with a plan to spending plan and Appropriations

add \$3.7-billion to the Education Department's "discretionary" spending, which is now \$22.6-billion. Discretionary spending does not include "entitlements," such

as the student-loan programs. The Bush Administration, which opposed transfers between military posed a \$1.6-billion increase in discretionary spending.

The defeat, however, left the

required to follow the blueprints.

#### Spirited Debate

The debate over taking down the spending walls was spirited. "Our economic competitors are

clobbering our brains out in manuand domestic accounts, has pro- facturing and trade, and we're debating whether it makes sense to spend a little more money educating the next generation, insuring a House supporting a fallback plan healthy work force, rebuilding our that would increase the Education infrastructure, and discovering gued that cuts in the Defense Deget a college education," he said. Department's discretionary budget new technologies," said Rep. John by \$1.7-billion. Even that figure is Conyers, Jr., Democrat of Michi-

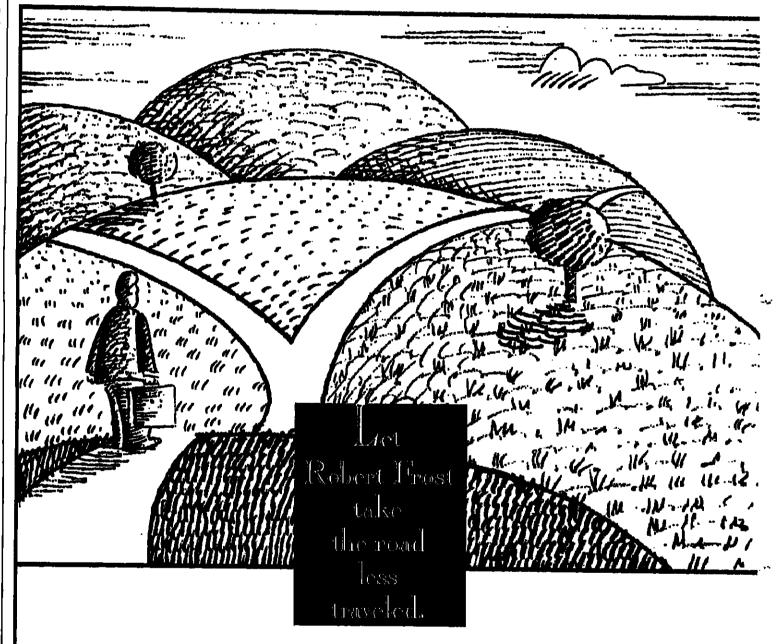
gan and the chief sponsor of the legislation

Rep. David R. Obey, Democrat of Wisconsin, cited the higher-education bill in appealing to his colleagues to create a peace dividend. Committees in both houses are not He said their earlier 365-to-3 vote in favor of college programs would he "a fraud" if they could not give students more grants and loans. "You cannot help them with just promises," he said. "You have to have money.\*

Opposition to taking down the walls between government accounts came from Republicans and many conservative and moderate Democrats. The measure faced a put additional funds into giving veto from President Bush, who ar- young people the opportunity to partment's budget should be used to reduce the \$400-billion deficit.

A similar bill in the Senate became bogged down by a filibuster. last month that was sustained by Republicans and conservative Democrats. The measure fell 10votes shy of the 60 needed to begin debate on the bill.

Sen. Jim Sasser, the Tennessee Democrat who sponsored the legislation, argued in vain for his colleagues to allow a vote on the bill. "Let us take down this arbitrary wall 12 months earlier, and let the elected representatives of the people-the U.S. Senators-decide by a majority vote whether they want to build an aircraft carrier or "Just let us have a chance to de-



He was after solitude. You want solutions. And you'll find them on the road that IA is traveling. We are at the forefront of mainstream, proven technology, else in our industry. delivering solutions that directly support That's why, today, nearly 600 instisuccessful institutional strategies.

Our singular focus on your needs is

sharpened by the insights of professionals with more higher education administrative experience than anyone

tutions, 600,000 administrators and faculty, and 4,500,000 students are

traveling with us on a clear and steady migration path.

So if you're searching for higher education information solutions and you've reached a fork in the road. call IA at 716-467-7740. We can make all the difference.

<u>..</u>

INFORMATION ASSOCIATES® A subsidiary of Dun & Bradstreet Software

The value of expertise.

Stop by and visit Information Associates at the SACUBO Conference, Booth #23, April 12-14.

NIH director who took office in

such a difficult time, with pres-

sures from the Hill on financial

plans, the dollars being the shortest

they have ever been, changes going

on internally, and pressure from

Dingell" over scientific-fraud in-

vestigations. Rep. John D. Dingell.

chairman of the Oversight and In-

vestigations Subcommittee of the

House Energy and Commerce

Committee, which has authority

over the NIH. "Some people less

tough than she may have said 'the

hell with it,' and left," the lobbyist

Dr. Healy admits that her first

One of her chief frustrations has

been the tight NIH budget. The Ad-

ministration has asked for a 4.9-

per-cent increase for the agency for

fiscal 1993, which would support

fewer new grants in 1993 than in

increases, Dr. Healy has spear-

headed a campaign to develop the

agency's first strategic plan, which

will spell out the importance of the

NIH to the nation's health and

Dr. Healy says the plan will

serve as "a vehicle that will help us

articulate to the Administration

that we are more than an entitle-

ment agency, that we are not just

coming forward asking for 5,000 or

6,000 grants or X amount of mon-

ey, but, in fact, we are coming for-

for trying to create a plan for the

NIH, her work on that project has

alarmed some in the Administra-

tion. Officials in the Department of

Health and Human Services and

the White House Office of Manage-

ment and Budget reportedly made

Dr. Healy scale back the plan from

a 600-page detailed report—with

budget figures included—to a

vague 15-page "framework" with-

out any budget figures. Dr. Healy

plays down the disagreement, say-

ing that the revision was necessary

to convince scientists that they

would be consulted before the plan

While scientists praise Dr. Healy

ward with something inspiring."

Something Inspiring'

In part to justify future budget

year has been difficult.

Democrat from Michigan, is

# In Her First Year, NIH Director Moves Swiftly on Planning and Women's Health but Finds She Can't Avoid Controversy

By STEPHEN BURD and DAVID L. WIFEELER

BETHESDA, MD. Bernadine P. Healy remembers being "just a fly on the wall" as she watched David Stockman, President Reagan's budget director, prepare the Administration's 1986 hudget request for the Department of Health and Human Services.

Dr. Healy, who was deputy director of the Office of Science and Technology Policy at the time, remembers: "Mr. Stockman was going right down the budget, saying, 'Oh, there's a school-milk program, and then there's a vaccine program, and there's this program, and then there's the National Institutes of Health budget," and it was almost as if the NIH was just another line item in the Department of Health and Human Services' budg-

Now about to complete her first year as director of the NIH, Dr. Healy is trying to make sure no one takes the agency for granted. When government and academic officials meet to set biomedicalresearch policy now, they never mistake Dr. Healy for a fly on the

#### Drafting a 'Strategic Plan'

In her first year she has strengthened the office of the director, tended to cover all aspects of wom- to provide the money she believes in Foundation, where she headed tailed, coherent vision of the NIH's has been criticized for failing to ects. In addition, some activists future, and begun work on one of deal aggressively enough with conthe most ambitious scientific studflicts of interest and fraud in work enough of a leadership role on AIDS

nent an Office of Research on

Women's Health in the office of the

Most of last week's Senate de-

bate, however, centered on the

part of the bill lifting the ban on

The Bush Administration im-

posed the ban in 1989, arguing that

the research would encourage

more women to seek abortions.

Opponents of the ban say that

transplantation of fetal tissue ob-

tained from abortions could be im-

portant in developing treatments

for a variety of afflictions, includ-

ing Alzheimer's disense, juvenile

diabetes, and Parkinson's disease.

which was defeated by a vote of 77

to 23, would have allowed federal

**Hatch Amendment Loses** 

fetal-tissue transplantation.

NIH director.

Bernadine P. Healy: "There is not a single issue I don't discuss before making a decision. I respect a different point of view, and if I think it is right, I will change my mind."

Mr. Kennedy said that overturn-

millions of Americans."

Anti-Abortion Senators

tion, it would have directed the ing the Administration's ban was

the only way to do it is in a way that to support fetal-tissue research.

tablish a tissue bank of fetal tissue

Senator Hatch told his col-

leagues that if they did not adopt

his amendment, they would face a

"highly charged debate" over

enhances fetal-tissue research

tion and maintenance of research from ectopic pregnancies and fact is that there is not."

sue from these sources.

facilities. It would make perma-spontaneous abortions. In addi-

an on the Senate Committee on that he said proved there is

would have continued the Admin-sources to meet our research needs

istration's ban. The amendment, in this country."

Labor and Human Resources, that "enough tissue from those two for research purposes.

support for research to be conductgreed. "The overwhelming body of is a pro-life position."

the NIH needs to proceed with cer-Meanwhile, however, Dr. Healy tain controversial research proj- six years.

Many scientists and biomedical research lobbyists say that Dr. Women's Health Initiative. The She has also failed to persuade Dr. Healy, a cardiologist, came agency that, with an \$8.9 billion 14-year, \$500-million project is in-key senior Administration officials to the NIH from the Cleveland Clinbudget this year, sponsors more Senate Votes to Lift Administration's Ban on Research Using Fetal Tissue

plantation taking place today. The "I determined that fetal tissue transplantation research should not be lumped together with the debate about abortion."

Secretary to study the adequacy in important because it would "offer terms of quality and quantity of tis- a very important opportunity for During the debate over whether the NIH should support controverprogress in the areas that afflict sial behavioral and social research, Senators dealt with two competing amendments. The one by Mr. Helms, prohibiting the Secretary abortion as well as a veto by the tor Hatch's amendment and over-Key support for defeating Senafrom lifting the ban on the adult and President. "I want fetal-tissue re- turning the ban came from antiteen surveys of sexuality, passed search to continue, and I want it to abortion Senators who said they

be outside of this awful abortion were satisfied with safeguards debate that rages up and down placed in the bill to assure that The other was presented by Sen. Paul Simon, Democrat of Illinois. women would not seek abortions It stated that the NIII could proceed with human-sexual-behavior rewhile moving it outside of the posearch only after the research prolarized viewpoints of many peoposal had been reviewed and approved by a local ethical review Acknowledging that much of the porters of the legislation to add adducted, by a NIII peer-review panthe Senate floor to persuade sup- which the study was being con-The key vote in the debate came fetal tissue from miscarriages and ditional safeguards, including a el, and on an amendment by Sen. Orrin ectopic pregnancies was "damphysician or researcher from altery the director of the appropriate NIII institute.

ing the abortion procedure solely to support the study if he found The Secretary would be required sion," she says. "I respect to support the says." "I stand here today as one who would reduce the incidence of sexthat the information obtained right, I will change my mind Sen. Edward M. Kennedy, the Massachusetts Democrat, disaMassachusetts Democrat, disa
is unabashedly pro-life," said Senator Hatfield. "I strongly believe that allowing fetal-tissue receases that allowing fetal-tissue receases the served as killing and the served as killin is unabashedly pro-life," said Senator Hatfield. "I strongly believe unally transmitted diseases, includ- Wyngaarden, who left in help transmitted diseases, includproductive health. The amendment passed 57 to 40.

ed with tissue obtained only from scientific information indicates

Another strong Republican supectopic pregnancies and miscarthal there is not sufficient material porter was Sen. Strom Thurmond, that is appropriate and that can be utilized," he said, "I would say that if all this material were avail-The Hatch amendment would have directed the Secretary of that if all this material were available the said that if all this material were available the said that if all this material were available the said that if all this material were available the said that if all this material were available the said that if all this material were available the said that if all this material were available the said that if all this material were available the said that if all this material were available to the said that the said that if all this material were available to the said that the said that the said that the s have directed the Secretary of that if all this material were availHealth and Human Services to esable, there would be fetal trans
After careful analysis." he said.

After careful analysis." he said.

After careful analysis." he said. have directed the Secretary or that it all this material were available, there would be fetal trans
"After careful analysis," he said, search to take place." A long-time biomedical research

Some suggest that Dr. Ho? Single minded determination # vents her from listening to obs Asserts one biomedical-restal hobbyist who wishes to resi amonymous. "She has creately impression that she cannot ber gued with or challenged, and b her positions are locked in."

NIII researchers.

federal agency.

of Medicine.

ministration.

search.

"Dr. Healy has brought tox

dynamic sense of leading

says Myron Genel, associately

of government and community

fairs at the Yale University St.

Robert J. Cousins, presiden

the Federation of Americans

ties for Experimental Biologic

professor of nutrition at help

versity of Florida, says; '9,

shown that you can have soin

tant position in Washington

still have a mind. She's more

ble to the working scientists

lot of people higher up in the

But Dr. Healy's agenda ade

style are viewed suspiciously

some quarters. Some scientiste

administrators fear that she not

trying to exert too much ac-

over the policies that govern

"On the one hand, we'really

to see she is going to be and

leader." says the president of

Association of Academic Re-

Centers, Roger J. Bulger, "E

like all people, we get mue

when we think she's going fiz-

Dr. Bulger says, for eargi

that many academic leaders of

surprised by Dr. Healy's decer-

to try to patent genes identifials

Than we know how to go."

Some Are Suspicious

An aide to a Congressional of sight committee compares D Healy's attitude to that of mile officers when they are hauled b tore havemakers for impropried "She's very positive, very and tive, and very wrong," the at says about the way Dr. Healyle marraged the Office of Scientife tegrity, which investigates son tific fraud in biomedical research In an interview, Dr. Healy t

is going to be a visible

leader. But we get

nervous when we think

she's going faster than

we know how to go."

and discuss before making a few

ent point of view, and if I high

William F. Raub served as Kil

Director while the Administr

jects the portrait of her as head was completed. strong and isolated. "Thereised Another area of controversy for single issue I don't bring to my ## Dr. Healy has been the issue of scientific fraud. She has been strug-"We're all glad to see \$11

gling to clamp down on the leaking of draft reports from the Office of Scientific Integrity. In at least three instances, the office's draft reports were leaked to reporters before investigations had been

With the help of the Public documents covered by the same would be committing a crime.

#### Confrontation on the Hill

entist has been found to have com- she says. mitted research fraud, the finding should be made public.

attempt at tightening control of the renewal." she adds. "But right you go in and shake things up, you integrity office's records led to a now there are no bounds on it." better stick it out and make sure confrontation with Representative Dr. Healy says that the govern- you tidy them up, too,"

lobbyist says: "I can't think of any Dingell. At an October hearing, ment plays no role in the decisions Mr. Dingell contended that Dr. that universities make to put up Healy was clamping down because new research buildings, but that it she herself was under suspicion for always winds up paying for them her handling of a fraud case at the through indirect costs no matter Cleveland Clinic. In opening the how expensive they are. hearing, Representative Dingell made a blunt threat that Dr. Healy's job was on the line.

Dr. Healy countered that the charges were preposterous. She had determined, she told Mr. Dingell, that a first investigation at the clinic had been inadequate and that she had started a second one. In the case, a Cleveland Clinic biochemist allegedly made false statements on a \$1.2-million NIH grant

#### 'Babe in the Woods'

Dr. Healy now says she was a "babe in the woods" at that hearing. She says she has since added a lawyer to the NIH staff and given a deputy director the responsibility for supervising the integrity office so she will not be consumed by the

"I should probably have a constructive relationship with the rass.' oversight committee," she says, "and I will continue to try to do that, but NtH is much more than the issues of that committee."

There are others in Congress who are impatient with the failure of the institutes to come up with a ity. Judy Auerbach, the associate plan for managing conflicts of interest in federally supported bio- the Consortium of Social Science medical research. It has been more

## "She has not been very

vocal about AIDS

research. She is

politically ambitious and the AIDS area is seen as

an insoluble morass."

than two years since the Secretary of Health and Human Services, Louis W. Sullivan, rejected proposed conflict-of-interest guidelines that scientists said were too

Dr. Healy says an internal NIH proposal, prepared for her last spring, focused exclusively on clinical trials: she believes broader rules are needed. She says she will seek the support of Dr. Sullivan before going public with any new proposals: "We can't afford to mess up a second time."

#### Some Apprehension

At the universities, administrators are apprehensive about Dr. aide working on women's-health Healy's position on indirect costs, issues Health Service, Dr. Healy is trying the portion of research grants that Dr. Healy's own experiences to get the investigative office's pays for university overhead. Dr. point to the problems some women Healy, who was appointed just as face in science. When she was one federal privacy laws that govern Representative Dingell was begin- of the 10 women in her class at Harmedical records. That would mean ning to grill Stanford University vard University's medical school, anyone who compromised the con- administrators about the expenses she says she often was scolded by fidentiality of investigative records they were charging to the govern- male classmates for stealing "a ment, says some changes will be coveted spot" from a qualified made in NIH's indirect-cost rules. man. "I'm not sure the NIH system can For now, Dr. Healy says she Dr. Healy adds that when inves- bear, through indirect costs, to re- hopes to stay for some time in one tigations are completed and a sci- build the campuses of America," of the most visible positions in

don't have the responsibility for because you can't shake things up What Dr. Healy portrayed as an some component of infrastructure and then walk away," she says. "If

#### 'Politically Ambitious'

There is also some dissatisfaction with the way the director has handled two other volatile issues: AIDS and fetal-tissue research. Some scientists and health-policy experts say Dr. Healy hasn't done enough to challenge the Administration's opposition to research using fetal-transplant tissue and to research on sexuality. Many scientists believe fetal-tissue research holds promise in treating patients with such diseases as diabetes, Parkinson's, and Alzheimer's and that research on sexual behavior is essential to stop the spread of AIDS.

"She has not been very vocal about AIDS research," says Mark Harrington, a member of Act Up, an AIDs activist group. "She is politically ambitious, and the AIDS area is seen as an insoluble mo-

Others say that she has done as much as she can, without jeopardizing her job, to express her opposition to the Administration's bans on fetal-tissue transplantation from abortions and on surveys of sexualdirector of government affairs at Associations, says: "In order to keep her job and do the things she perceives as important for the NIH, and live up to her ambitions, she will have to-at times-do the political thing."

Dr. Healy says it would be "irresponsible" of her to take actions that diverge from Administration policy on certain issues. "When I become an agency head and a public servant, I have to understand 1 am a guest in someone else's living room," Dr. Healy says. "If I don't like a rule, through the proper channels I might express it, but ultimately if I am told this is the law, I must follow it."

In some areas, most notably women's-health research, Dr. Healy has been able to move the NIH with solid backing from scientists and lawmakers. In addition to starting the Women's Health Initiative, she has pushed for spending increases for research on breast cancer, ovarian cancer, and other diseases that strike women.

"She came in and caught the ball in the air," says a Congressional

medicine. "I can't do my job un-"That doesn't mean that we less I'm here for a period of time,

#### WASHINGTON UPDATE

- Council plans to study health of universities
- EPA hopes to award more research grants

He added that the agency

wanted "to increase the in-

volvement of the academic

To do so, it will reduce the

number of contracts it awards

without competition and in-

crease the number of competi-

tive grants. And it will set goals

"for far greater direct involve-

ment of university scientists in

Its new goal of 500 grants

would mean that spending on

grants would go up, "over

time," from about \$23-million

cy will also take the following

steps to improve its science

Recruit several research

■ Establish a uniform policy

on peer review requiring "inde-

pendent, external review" of all

major scientific studies and en-

couraging external advice in the

■ Take the lead in working

with federal agencies and scien-

tists from academe and industry

Copies of the report to the

to draw up a "National Envi-

ronmental Research Agenda."

EPA, "Safeguarding the Future:

Credible Science, Credible De-

cisions," Publication No. 600/

9-91/050, may be ordered from

the BPA's Center for Environ-

mental Research Information,

26 W. Martin Luther King

Drive, Cincinnati 45268. —c.c.

scientists or engineers "with

world-class reputations."

planning of studies.

science efforts."

community in EPA science."

■ Education Dept. may be liable for loans

The President's Council of findings had reinforced his be-Advisers on Science and lief that the FPA "must become Technology is studying the a premier science agency." health of colleges and universities.

In announcing the project last week, D. Allan Bromley, the President's chief adviser for seience and technology, said the environment for universities. especially for research universities, "has changed dramatically" since 1986, the last time a panel of Presidential advisers focused on the issue.

Mr. Bromley said the council had decided that it was time to take a new look "at the entire" interface" between the federal government and the university—to \$50-million a year. The agenresearch community.

The focus of the study will be on academic science and technology, he said, but it will consider them in the context of universities and colleges over

David Packard, chairman of the board of the Hewlett-Packard Company, will serve as chairman of the project. He also chaired the panel that conducted the 1986 study. Harold T. Shapiro, president of Princeton University, will be vice-chair-

A group of top federal officials that coordinates research on important issues that involve several agencies will also be part of the study. David T. Kearns, Deputy Secretary of Education, will chair the agencies' part of the study.

Mr. Bromley said the council hoped to issue its report on universities by December.

search grants it awards.

mendations in a new report.

plan that would allow it to solicit

tific information and advice.

Reilly. They concluded that

Mr. Reilly said the group's

entific community."

The report to the EPA was

-COLLEEN CORDES

A federal judge has ruled that the Education Department and bankers may be lia-The Environmental Protection Agency has anble for loans made to stunounced plans that it hopes dents at a trade school. will substantially strengthen Students of the former Culithe science base for its polinary School of Washington cies, including a goal of

claim that they should not be reeventually increasing from sponsible for repaying their 200 to 500 the number of reloans because the owners of the school defrauded them. In written testimony to Con-The students say the Educagress last month, William K. Reilly, administrator of the EPA,

tion Department, guarantee agencies, and banks should be said he was making the changes responsible for the debts bepartly in response to the recomcause they should have known about problems at the culinary The report found that his school.

agency lacked "a coherent sci- In a preliminary ruling, Judge ence agenda" and an operating Charles Richey of the U.S. District Court for the District of Coand use the best available scien- lumbia said the case should proceed to trial.

Bankers are concerned that written by four academic ex- the lawsuit threatens to increase perts on environmental science their financial risk on student who were appointed by Mr. loans. Some students and college officials worry that a final the agency "lacks the critical decision in the case could make mass" of prominent scientists it bankers reluctant to lend to stuneeds to make its science "gen- dents who attend institutions erally credible to the wider sciquality.

- THOMAS J. D.LOUGHRY

# Your Window On Academe



If order cards are missing, use the form below.

YOUR WINDOW ON ACADEME

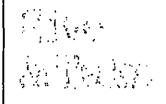
# Purchase

The Chronicle of Higher Education P.O. Box 1955, Marion, Ohio 43305

Please enter my subscription to The Chronicle.

- ☐ Bill me \$67.50 for 49 issues (1 year).
- ☐ Bill me \$37.75 for 24 issues (½ year).
- Please charge my

Account number		Expiration date	
Signature			
Name			
Title/Department		<del></del>	
Institution		<del></del>	
		·——	
Address			
City	State	Zip (	Code



The University of Toledo has received \$450,000 to endow a visiting professorship in Catholic thought. Toledo is believed to be the first public university ever to endow a position in Catholic studies.

The new endowment enables the College of Arts and Sciences to select "a recognized scholar in the Catholic tradition" to serve as a member of Toledo's faculty for one academic term each year. The visiting professor will teach courses on some aspect of the Roman Catholic tradition.

Although in future years the professorship will be held by one scholar, nine Catholic theologians will share the post in this spring's quarter. The Rev. James J. Bacik, an adjunct professor of humanities at the university, had been working for more than two years to create the professorship.

Some observers were alarmed at first, saying that the professorship did not belong on

a public campus.
But the American Civil Liberties Union said the university had created the position in a way that did not violate the constitutions requirement for the separation of church and state.

"As long as the professors teach it in an academic fashion, we see no problem," says Kevin F. O'Neill, legal director for the Ohio ACLU, which plans to monitor how the professorship operates.

Meanwhile, Fairfield University, a private institution affiliated with the Roman Catholic Church, is establishing a program to help young faculty members explore their role in Catholic higher education.

Supported by a \$478,000 grant from the Lilly Endowment, Fairfield will sponsor summer institutes for faculty members and graduate students to discuss issues with professors from Catholic universities across the country.

When deans at Duke University proposed wiping out five academic scholarships, the president decided to come up with the money to save them.

A committee of deans, looking for ways to save money, had recommended a plan to reduce the number of A. B. Duke Scholars in next year's entering class to 15 from 20. The scholarships cover four years of tuition for outstanding students. Undergraduate tuition at Duke is now \$14,700.

But H. Keith H. Brodie, Duke's president, was concerned about the divisiveness the plan was causing on the campus. He and his wife. Brenda, plan to donate more than \$320,000 over the next four years to cover tuition for the five scholars. The pledge is slightly more than Mr. Brodie's salary of \$315,000. "A great treasure of the university was about to be diminished." he said.

# **Business & Philanthropy**

# University Librarians Promise to Fight High Journal Prices

Group proposes telling publishers why subscriptions are canceled

By JULIE L. NICKLIN

Nineteen research university librarians, urging colleagues to take matters into their own hands, have proposed measures to fight the rising costs of library materials.

The recession has worsened the financial situation for many college and university libraries, which already were struggling with the rising costs of journals and books. Many have been forced to cancel journal subscriptions, order fewer books, and cut services (The Chronicle, February

The 19 librarians say it is time for more libraries to act-not just react. The group has called on libraries to resist high journal prices, to weigh carefully the repercussions of widespread cancellations, and to communicate clearly their decisions to their campuses.

#### Princeton U. Drops 50 Journals

The group was organized by Marcia Tuttle, head of the serials department at the Davis Library at the University of North Carolina at Chapel Hill. The librarians call themselves the Aqueduct Group, after the conference center in Chapel Hill where they met in February.

In one recommendation, the Aqueduct Group says libraries should tell journal publishers why they are canceling sub-Continued on Following Page

#### North Carolina's Kenan Trust Creates 2 \$20-Million Funds

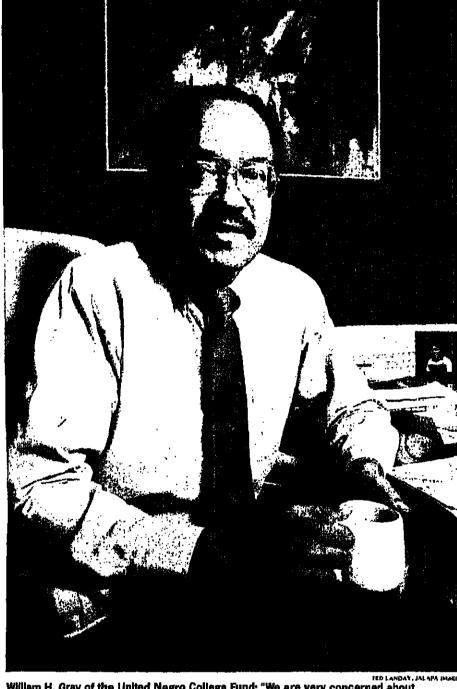
CHAPEL HILL, N.C. The William R. Kenan Charitable Trust is establishing two \$20-million funds—one to benefit the arts and the other to support science, engineering, and technology.

The first-the William R. Kenan, Jr., Fund for the Arts—will operate in association with the North Carolina School of the Arts in an effort to encourage artistic and cultural activities. The William R. Kenan, Jr., Fund for Engineering, Technology, and Science will be associated with North Carolina State University and will encourage research and teaching that aid economic development and contribute to the "industrial strength of the United States."

Both funds will operate separately from the Kenan Trust, a \$265-million foundation based in Chapel Hill that supports secondary and higher education

The two funds will be modeled after another fund that the Kenan Trust established with \$30-million at the University of North Carolina at Chapel Hill. The Frank Hawkins Kenan Institute of Private Enterprise provides grants for cooperative projects among leaders of business, higher education, and government.

"We learned from that structure that this was a viable way to invest money and get a result," said William Friday, executive director of the trust. The trust was established by William R. Kenan, Jr., a businessman who owned the Western Block Company. ---LIZ McMILLEN



William H. Gray of the United Negro College Fund: "We are very concerned about the employees. It's not an easy thing to do. And no organization likes to do it."

# United Negro College Fund Says It Plans to Close 6 Offices and Lay Off 25 People

Continued From Page Al in light of revelations that the former president of the United Way of America, William Aramony, had received \$463,000 a year in salary and benefits. Critics also

claim that he spent money lavishly on busi-

"Administrative cost is an issue everybody in the fund-raising business should worry about." said Jon W. Fuller, president of the Consortium for the Advancement of Private Higher Education, which raises money for small colleges from foundations and corporations, "We're always looking at these issues."

#### 1993 Budget Approved

Officials of the UNCF said the changes were unrelated to what happened at the United Way. They said that the travel expenses of uncr employees were already low and that salaries tend to be lower than those paid by other fund-raising groups.

Soon after taking over as head of the unce, Mr. Gray promised to find ways to

make it operate more efficiently. Last month the UNCF Board of Directors approved a \$9.6-million budget for fiscal 1993-about \$1-million less than in 1992. Mr. Gray notified college presidents of the steps the fund would take to cut the budget, shortly before the unce's 1992 fiscal year ended last week.

Several presidents said they were confident that Mr. Gray's plan would move the UNCF in the right direction. "Bill's steps have been quick but not rash or impetuous," said Robert Albright, president of Johnson C. Smith University. "His quick trajectory is needed." Mr. Albright is a member of the fund's Board of Directors.

"I want as much money coming to our institutions as possible," said Norman C. Francis, president of Xavier University in Louisiana. "So I say Yea."

In fiscal 1993, the UNCF hopes to reduce the amount it takes to raise each dollar to Continued on Following Page

# United Negro College Funds to Trim Operating Costs

Continued From Preceding Page dent that the fund surpassed its pledges and gifts for the campaign 17.9 cents, down from 19.9 cents in goal for the year. 1992. Over the next two years, officials want to reduce the amount to 15 cents.

"When you talk about increasing cost-effectiveness, that's music to our cars," said Samuel DuBois . Cook, president of Dillard Univer-

#### Under the National Average

A few fund raisers outside the organization said the UNCF's goal of reducing its fund-raising cost to 15 cents was under the national av- will be the first time in three years erage. According to a 1990 study by the Council for Advancement and Support of Education, colleges and universities spend an average try in annual fund raising would of 16 cents for each dollar they offset the shortages of others. They individuals or corporations to give

- As the UNCF reduces costs, it plans to intensify its fund raising. It has increased its annual goal to \$56.8-million, up 4 per cent from \$54.6-million in 1992. Officials haven't officially closed the books months, the UNCF has brought in ability as well as how easily one

The recession, however, has slowed giving to the UNCF in some parts of the country. Last month hind its \$640,000 annual goal. Donna J. Hildreth, area-development director in the Miami office, hopes that enough gifts have come in since then to achieve the goal. If the final count, which will be completed in the next few weeks, dations. shows that the goal was not met, it that that office has fallen short.

UNCF officials said the success of some offices throughout the counin the fund's continuing capital campaign. Begun in 1990, Campolgn 2000 seeks to raise \$250-million to support scholarships, programs, and facilities at the UNCF's

to \$127-million. The drive will end

оп December 30, 1993. Mr. Gray said he had begun to look at ways to cut fund-raising and the UNCF office that raises funds in administrative costs in December. southern Florida was \$110,000 be- At that time, UNCF officials started examining operations and ex- And no organization likes to do it." penses at the headquarters in New York and at 30 area offices. Those ed employees with severance pay offices coordinate local fund-raising efforts among residents, organizations, corporations, and foun-

#### \$700,000 a Year in Rent

The UNCF pays about \$700,000 a year in rent for the 30 offices, Mr. Gray said. Since last fall he has are also optimistic about progress the UNCF free office space or reduced rent. He has also been pushing them to be more aggressive about fund raising.

In the review of regional operations, UNCF officials looked at each member colleges. In the past six office's expenses and fund-raising on fiscal 1992, but they are confi- \$26-million, pushing the total in could be merged into another office

whether libraries should own

ALFRED P. SLOAN FOUNDATION

Solonce. For research on mutation and expert systems in science: \$100,000 to Rockefeller U.

DOWITT WALLACE— READER'S DIGEST FUND 261 Madison Avenue lew York 10016

25. AT&T Foundation

nearby. Each one slated for closure velopment director in Pittsburgh will be consolidated with one of the "It's sudden, but understand 24 remaining offices. able." Mr. Johnson, who has been The layoffs and elimination of with the UNCF since 1988, said he positions will occur throughout the had not been told whether he organization-in both the area of-

would be transferred or laid off. fices and the New York headquar-Jean M. Clack, a UNCF employee ters, "We are very concerned for 14 years, was not expecting the about the employees," Mr. Gray news that the Colorado office she said. "It's not an easy thing to do. heads would be closed.

"I'm not at all happy to leave." The UNCF is providing the affectshe said. "But I have to agree with the fund that we have to do what and job-placement services. Anwe can to keep those doors open to the kids." Ms. Clack hasn't decidsurprised some employees, despite ed whether to accept UNCF's offer that she continue coordinating "This has been rather sudden," fund-raising in Colorado, but out of said Anthony R. Johnson, area-de- the Dallas office.

# PRIVATE SUPPORT

W. K. KELLOGG FOUNDATION 400 North Avenue Battle Creek, Mich. 48017-3398 non-certified teachers in those schools to obtain master's degrees: \$1.2-million to Agriculture. For agricultural-extension pro-grams; \$1.1-million to U. of São Paulo Hunter and Lehman Colleges of Chyl. of New York.

grams; 31.1-million to U. of São Paulo (Brazil).

Divereity. For programs of community edu-cation in diversity: \$390,700 to Pacific Oaks College.

Leadership, For leadership programs for students: \$391,911 to Northwestern U.

hints that changes would occur.

SALISBURY COMMUNITY FOUNDATION P.O. Box 1327 Sallabury, N.C. 28144 Facilities. For improvement of the heating system: \$195,000 to Catawba College.

New York 10111-0242 History of solence. Por the Edison Papers Project: \$250.000 to Rutgers U.

schools in New York City and to enable

#### GIFTS & BEQUESTS

Case Western Reserve University. For a professorship in entrepreneurial studies and for a program in entrepreneurial management: \$2.2-million from A. Malack

Catawba College. For support of program: \$1-million from Hughy and Wyndoln Hollifield iniversity of California at Davis. For stu-

dent aid and for a menturship program for a readulate students: \$1-million from Hubert Wakeham.

—For followships in the college of agricultural and anticompanial sciences and for tural and environmental sciences and for research in biological sciences: \$1.5-milion from the estate of John F. Steinder. For fellowships and programs in the blo-logical sciences: \$100,000 from the enur of Henrietta Hollaender.

Warthurg College. For a new lecture halt \$5(8),000 from an anonymous donor. \$500,000 from an anonymous donor.
Wittenberg University. For the endowment
\$1.6-million from the estate of Alma Ad

1990 grants

#### Group of Librarians Promises to Fight High Journal Prices Continued From Preceding Page age subscription purchases that li-

scriptions. The group encourages braries will refuse to pay additional tions deal with related issues that Donald W. Koepp, university librarian at Princeton University. Last fall, Mr. Koepp canceled subscriptions to 50 of 200 journals pub-Fished by Pergamon Press Inc. Mr. charge lower subscription rates. share them. Koepp then wrote a letter to Pergamon explaining that the publisher's price increases-which he considered inordinately high-had forced

the cancellations Pergamon's spokesman in Britain was traveling last week and could not be reached for comment. People in the publisher's U.S. office said they were not authorized to speak on the matter.

"If we all take common actions. we can have an impact," says Daniel H. Jones, assistant library director for collection development at the University of Texas Health Science Center's Briscoe Library. Mr. Jones is a member of the Aqueduct Group.

#### 'An Excellent Action Agenda'

The group's efforts have been welcomed by the Association of Research Libraries and the Association of College and Research Libraries.

"It's an excellent action agenda," said Duane E. Webster, executive director of the Association of Research Libraries. "It's consistent with our interests in encouraging responses to the crisis."

The group plans to distribute its recommendations to other college and university librarians. Among other things, it will urge them to:

Explain to students and proessors that some publishers charge much higher prices for library subscriptions than for individual subscriptions, and seek support for the cancellation of dipensive journals.

■ Share decisions for journal cancellations with other libraries so the group can work together to build collections.

Inform companies that man-

# FACT FILE: 50 Large Foundations Ranked by 1990 Grant Payments

۲,	A CONTRACTOR OF THE STATE OF TH		,
, ,		3000 0000	11-1000 manda
	1 Ford Roundation	\$227,828,194	\$6,460,896,289
30	2. Pew Charltable: Trusta	185,118,636	9,076,891,792
1	3. W. K. Kelipag Foundation	121.0/4.824	3.509,481,224
	A John D. ahd Comerce T. MacAptron Foundation		- 113
2	8. Robjert Wood Johnson		9.077,581,000
	Foundation	112 022 743	and the state of t
144	8. Filly Endowment	107.930,8081	2,914,183,000
	7. Rockefeller Foundation	97 202 570/3	3,543,648,222
4	8 Andrew W. Mellon Foundation	1000	1,074,070,580
ļ	9. Afternoons foundation	74.467.370	1.017.441.432
	10. New York Community Trust	59 569, 79	1:126,094,214
	11. Krobije Foundation	\$6,514,090	840.118.061
ŗ. :	12. Camagia Crimicalian 34	48.792.00d	1 914 208 07A
OM O M	Some John P. W. L. S. C.	48.80Cara	846 268 801
	2.3. W. M. Keck Foundation	48, 110, 800	725,018,280
	14, Duke Entryment	46,719,038	The state of the s
j.	15, DeWitt Wallace Readers		1,064,678,939
	The state of the s	# 10.787 BOR 14	1761,826,102
١.,	16. Ludlie P. Markey Chartable		3 3 C 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	17. William shall flore Hewlett	41,9797/85	- 186.577 996
\ }	Connocation	30 126 815	The same and the same
4	18. McKright Foundation:	38.206 ini	859,799,922 900,865,458
	19 Charles Stewart Moto Foundation	A 10 10 10 10 10 10 10 10 10 10 10 10 10	79,005,468
		1,19,661,932	929,806,6802
j e	RO. Die Wallico Bedriere Digest Pund		
	21 Richard King Mellon		* 077.278 421
يو دا	roundation	31,888,807	886 121 bal
ų, a	Spirituato populatini Superior	La Hammer	295 028 031
	19. Stein Pound's journe Land Control	A CONTRACTOR	A16,002.007
1:3	4. Chavaland Poundation :- + +	30 (87 6)	19402.007

charges if the final bill has higher the group says libraries must dis-

prices than were stated in prelimicuss. They include the debate over

■ Encourage authors to submit books and journals or whether they

their works to publishers that should rely on other libraries to

Į	The second second	\$30,333,952	\$98,900,000
I	26. William Pann Foundation	30,012,828	492,467,945
ı	27. Houston Endowment	28,958,427	690,962,560
I	.28. Ford Motor Company Fund	28,749,856	59,755,991
ľ	29: Moody Foundation	28,413,723	400,587,000
l	30 Agron Diamond Foundation	28,147,074	86,902,538
	S1. Robert W. Woodruff Foundation	26,448,425	995,893,646
	32. Lynde and Harry Bradley Foundation	25,535,549	370,891,611
	33 Communities Foundation of		310,033,033
	100	24.571,960	205,226,229
ø	39. Amodd Faundation	24,207,650	57,982,053
	35. Geheral Motors Foundation	23.877,263	149,835,939
	36 Cayld and Lucille Packard . Roundation	23,632,567	227,512,098
	37: Kright Foundation	23.154,361	522,072,552
	88. Robert Rt McCormisk Tribune Folipidation	28,008,722	470,292,080
	29, Welrigan Foundation	22,893,357	458,342,864
	AC, U.S. VAST Payndetion	22,738,661	13,853,913
	44. Hoverd Heinz Endowment	21,932,562	622,403,561
	AZ Japies India Foundation	21:715.791	506,745,921
	AS: Main Community Faundation	21.545.000	482,431,000
	Translato Foundation	21,380,363	226.099.459
	All Alfred of Bloam Foundation	21,199,731	
	46 L Frank L E Maber	and the second second	612,221,339
		20.812,422	513.688,666
	Altheredit Foundation	20,508,071	338,530,000
į	49. Para McConney Clark Foundation		
	AN John M. Ohn Foundation	19.672.280	384,881,000
į	30 - General Learnin Foundation	10,827,537	69.948.895
	as Transition	- 49,380,048	15,359,675
		Contract of the Contract of	lei de Jonata and

Students at Haverford and Bryn Mawr Colleges may be able to heal themselves by following step-by-step instructions in the institutions' health centers.

The students follow a series of instructions and pictures on wall displays in an area called the "cold center" that should enable them to distinguish between a common cold and more-serious illnesses. The instructions show students how to take their own temperature and what certain symptoms, such as a sore thront, might mean.

Cold medicine also is available at the health centers.

Haverford's cold center was started in 1985. Bryn Mawr's was started last fall. Kay Kerr, medical director at Haverford and Bryn Mawr, says the programs appeal to students because "they want to know more about their bodies and their own health care."

"They don't want somebody to say: 'You'll be all right. Just take these pills and see me next week,``` she adds.

If the students' symptoms are serious or if their health does not improve, Dr. Kerr says, they are told to see a physician.

North Adams State College is offering unemployed Massachusetts residents free classes in its continuingeducation division.

So far, 70 people have signed up for the program, called "Educational Horizons.

To qualify, students must have a high-school diploma and proof that they are unemployed. They are allowed to sign up for classes that have not been filled.

For example, five participants can enroll in an English class that was scheduled to have 30 students, if only 25 paying students have

The college will re-evaluate the program at the end of this semester, and administrators may offer it again in the summer and

Bryan Vought, otherwise known as "the Cool Chemist." decided the best way to get public-school students interested in science was to make science

For the past year, Mr. Vought, a chemistry major at the State University of New York at Geneseo, has been going to elementary schools in the Geneseo area to perform science demonstrations and help students perform experiments. "I didn't want it to be a magic

show," he says. "The only special prop I wear is my lab coat. What I try to do is generate some enthusiasm. With little kids, that's really easy."

As part of a faculty-supervised project, he is also designing a kit with a glossary and a variety of experiments so that public-school teachers will be able to adopt his "Cool Chemist" persona.

# **Students**

# Sale of Class Notes: A New Skirmish Over an Old Idea

By MICHELE N-K COLLISON Thousands of college students are paying someone else to go to their classes and take notes-a practice that has angered many professors and caused at least one university to sue a note-taking company.

While students and some professors say the notes are helpful in an era of large. impersonal classes, other professors say the note-taking services encourage students to skip classes. Moreover, the professors contend, the note-taking services are making a profit from the ideas of faculty members.

Selling lecture notes is not a new idea. Paradigm Books and Lecture Notes at the University of Texas at Austin has sold notes for 18 years. The student-government association at the University of California at Berkeley owns Black Lightning, which has been selling notes since 1980.

#### A New Wave of Complaints

The popularity of such businesses has spread. Several owners have expanded to other campuses, including Arizona State University, Cornell University, and the University of Nebraska at Lincoln. The expansion has brought new complaints.

In 1990 the University of Florida sued a Gainesville businessman, Kenneth Brickman, and his company, KPB Inc., which owns A-Plus Notes. The university says Continued on Following Page

#### **Gay Group's Budget is Cut** by Student Government

A dispute over the charter of a homosexual-student group at Auburn University has spread to the University of Alabama, where the Student Government Association slashed \$536 from a proposed \$800 grant to the Alabama Gay/Lesbian Alliance. The remaining \$264 is equal to the club's 1991 telephone bill.

The club is expected to appeal the decision to the Student Life Committee.

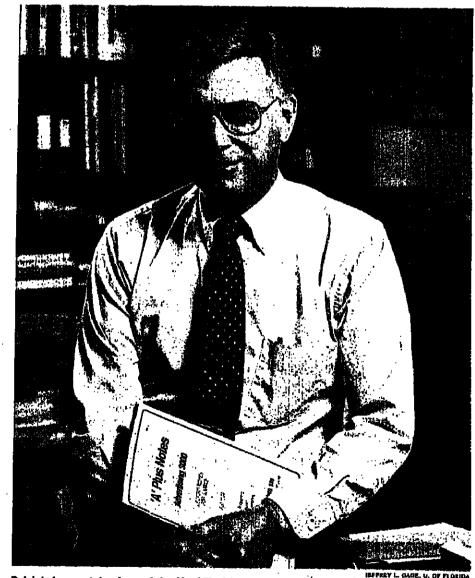
Student-government officials said they had reduced the grant to comply with an opinion issued last month by state Attorney General Jimmy Evans. State money or facilities cannot be used by a group that promotes sexual activities that violate Alabama's anti-sodomy laws, Mr. Evans

The Auburn University Board of Trustees sought the opinion because it had been under fire from alumni and political leaders for not overturning a decision by university administrators to allow the Auburn Gay ter. The organization's request for a charter was denied by Auburn's Student Government Association in November.

Meanwhile, the Auburn association said that if the anti-sodomy laws are applied to one club, they must be applied to all clubs and fraternities. Added Steven Migalski, co-president of the gay organization at Auburn: "If our charter is revoked, our attorney will jump on the case like a rat on ---MARY CRYSTAL CAGE



Shanshin Chen, a sophomore at Cornell: "In some classes, you're so busy trying to write down what the professors say that you miss half of the information.



Raiph L. Lowenstein, dean of the U. of Florida's college of journalism: "The presence of the notes encourages students not to come to class."

# Professional Note-Taking Services Gain New Popularity on Campuses

Continued From Preceding Page plied specifically to lectures. "We Mr. Brickman has used without authorization material prepared by tion of copyright law to faculty lecfaculty members.

Mr. Brickman says his company doesn't sell professors' lectures. "We don't believe that we violate anyone's copyright," he says. We sell the student's interpretation of the material presented in

"Most professors who are against this type of service are frustrated with teaching these huge in- . fessors have given their permistroductory classes. If they're concerned about attendance, have mandatory attendance. If they're worried the tests are too easy, have essay tests. But don't blame all the problems of the education system on note-taking services."

#### Crackdown at Arizona State

Joseph Barron, associate general counsel of the university, maintains that the company has violated federal copyright law. Copyright

CONTRACTOR OF THE STATE OF THE

Have a question about

☐ Enter a new subscription (49 issues—one year)

☐ \$67,50; payment enclosed ☐ Bill me

Renew a subscription (49 issues-one year)

Please check the appropriate box(cs) below and attach label to:

Mail to: Subscription Department, The Chronicle of Higher Education

Please allow four weeks for your order or adjustment to be processed,

Or call: 14800-347-6969

P.O. Box 1955, Marion, Ohio 43805

your subscription?

☐ Change a delivery address

Charge VISA # \_\_

Institution

☐ Charge MasterCard #

☐ Charge American Express # .

Report a aubscription problem

are seeking to clarify the applica-

tures," Mr. Barron says. The suit was argued in federal district court last May, and both sides are awaiting a ruling.

Arizona State University has also cracked down on note-taking services. University officials say two services operate on their campus: ClassQuotes, which offers pass out the notes, and go home." notes of class sessions when prosion, and Ghostwriters, which offers notes from classes of professors who have denied permission.

University police officers have told employees of Ghostwriters to stay out of academic buildings, where they had been passing out fliers advertising their services. If the employees are caught a second time, the campus police say they plan to arrest them.

"Professors feel like their classrooms are being turned into com-

Tribbensee, associate general take further action against the note-taking services.

Faculty members at the University of Florida have similar complaints. Furthermore, says Ralph L. Lowenstein, dean of the University of Florida's college of Journalism and Communications: "The presence of the notes encourages students not to come to class. There's more to the class besides the notes. If that's all there were to

#### 'I Would Stay in Bed'

There may be some substance to his fears. Geri Hopkins, a senior at the University of Florida, readily admits: "I would stay in bed some days because I had A-Plus Notes. As dry as some professors are and as mechanical as they are in some large lecture classes. I don't feel like I lost that much by not going to class."

The managers of note-taking services say that most students use law, however, has never been ap- mercial ventures," says Nancy own notes. Mark Miller, co-owner of TakeNote, the service at Cornell University: "We tell students this s definitely not the lecture. If you use it to cut class, you will definitely harm yourself, because we don't reproduce handouts or reprint the class verbatim.''

On many large campuses with oig lecture sessions, people have ecognized an opportunity to make a few dollars on what used to be an informal system of sharing notes among classmates. Now the services have stepped in to provide an additional study tool that they say helps students get the most out of big introductory classes where there is little interaction with professors. They add that the services are especially helpful to foreign

and learning-disabled students. For prices ranging from \$14 to \$37, the services provide lecture notes once a week or several times semester. Most services hire graduate students who have training in a specific major.

Most of the note-taking services ay they ask professors for permission before they send a note taker to classes. They usually will not cover a class if the professor objects, but faculty members at the University of Florida say the service that operates there offers notes for classes even if they object to the practice.

Professors are divided on the subject of note-taking services. Sandra Bem, professor of psychology at Cornell University, sees certain advantages in the system. "Students don't have be as frantic to get everything down," she says.

# 'More of a Chance to Listen'

In addition, Ms. Bem says, students are sometimes ill and may not know anyone from whom they could borrow notes. Students may be reluctant to borrow notes, she says, if they don't know if someone else takes good ones.

. Adds Jay Orear, professor of physics at Cornell University: "If students in 'Introductory Physics' courses didn't have to take notes, they could sit back and think through the concepts. It gives students more of a chance to listen."

Tribbensee, associate general counsel for the university. The unitronomy at the University of Florida. "I tell students that unauthorized use of my material is prohibited. I tell them I will flunk anyone found taking notes for the purpose of selling them."

#### Time-Honored Technique

Owners of the note-taking services say they are providing a new version of a time-honored study technique-comparing lecture it, the professors could show up, notes with other students. And the increasing demand for such services is proof of their popularity

At the University of Michigan, Robert Rorke, owner of Supreme Course Transcripts, says about 3,000 students in 30 classes subscribe to his service. Last fall he started offering the service at Michigan State University, where 2,000 students buy notes for 15 classes.

Mr. Rorke says studies have shown that only 40 per cent of the ideas in a lecture are recorded by students. "Students pay a lot of money to attend college," he says. "They shouldn't just have one shot at the information.

Shanshin Chen, a sophomore at Cornell, agrees: "I'm not a good note taker. In some classes, you're so busy trying to write down what the professors say that you miss half of the information. The Take-Note notes are very organized. The note taker put the whole lecture into perspective."

In the competitive atmosphere of some classes, students say a

from an B to A," says Stephen Bagney, a senior at the University of Michigan. "I got an A in astronomy and an A- in history, wouldn't have gotten those grades on my own, because my notes were riddled with holes."

Some say that students who don't buy the notes lose out to those who do, "If you don't buy the notes you're at a disadvantage, "says Luis Bartolomei, ajan ior at the University of Michigan who is majoring in psychology "Many of the classes are graded on a curve, and everyone will have better grades because they will have better notes than you do."

#### Notes Put on Reserve

Critics of the note-taking services say that only affluent students can afford them. And some of the owners say they have taken steps to meet that charge. TakeNote puls its lecture notes on reserve at Cornell's learning-skills center, And Mr. Rorke lets students at the University of Michigan use his notes? they work at his business.

Many believe that despite some controversy, the note-taking services are here to stay. "It's clear some people who are highly competitive will take advantage of anything that will give them an edge," says Eric Rabkin, professor of English at the University of Michigan. "Some people just do not have good note-taking skills yet. And there are those who will use the notes as an excuse for skipping class, but those people would doit

## Introducing **RELOCATION SERVICES FOR** HIGHER EDUCATION PROFESSIONALS

Provided by MOVEMASTERS, INC.

■ Home Sale Assistance

■ Home Finding

■ Mortgage Placement

■ National Availability ■Transportation of Household Goods

# MOVEMASTERS, INC. will

■Save your institution time and money, as well as simplify the relocation process for both the institution and the individual. ■Customize our programs to meet your specific needs.

We provide relocation services to professionals "ON THE MOVE" in Higher Education. Our services will be viewed as a benefit to your search package. We have the knowledge and resources to assist you in the development of policies, procedures and guidelines that will be consistent with your culture and budget.

We manage both Departure and Destination services at no cost to you, and can transport household goods at a substantial discount.

Call (800) 452-0337 for more information, or write to the address

MOVEMASTERS, INC. 1940 Commerce Street, Suite 204 Yorktown Hts., N.Y. 10598 (914) 245-8887 Fax (914) 245-0748



A Quality Approach to Moving Professionals in Higher Education

# Side. lines

Roland V. Massimino, the men's basketball coach at Villanova University, was named last week to replace Jerry Tarkanian at the University of Nevada at Las Vegas.

Mr. Massimino will earn almost \$400,000 a year in salary and benefits under a five-year contract. Deals with sneaker manufacturers and other outside benefits could bring his earnings to about \$700,000 a

In his 19 years at Villanova, Mr. Massimino had a record of 357 wins and 241 losses and led the Wildcats to a national championship in 1985. He also established a reputation for academic integrity and for abiding by

UNLV's athletics director, Jim Weaver, who once coached football at Villanova, said the latter attributes were important factors in Mr. Massimino's selection to run a program that had been plagued by troubles with the National Collegiate Athletic Association and concerns about the academic unpreparedness of players.

Said Mr. Massimino: "I promise this: In no way will any studentathlete ever embarrass this university. Ever."

The university hired its new coach despite attempts by Mr. Tarkanian, who agreed last June to quit the position, to rescind his resignation. Lawyers for Mr. Tarkanian have said that he intends to fight for the post, but have not said how he plans to do so.

Because UNLV's program faces the threat of probation stemming from a continuing NCAA investigation into alleged recruiting violations, some of the best coaches in the country reportedly turned down the job.

One of them, Pat Kennedy, who has transformed Florida State University's men's basketball program into one of the best in its new conference, the Atlantic Coast, said last month that he had rejected a contract similar to the one given Mr. Massimino.

More presidents are turning to athletics departments to help their colleges out of financial

The athletics program at Syracuse University is being asked to shoulder a larger share of the university's budget crunch than are other departments. In a restructuring plan designed to help Syracuse eliminate a \$38-million budget deficit, President Kenneth A. Shaw proposed a \$2.1-million cut in the \$12,2-million sports budget. He also said he would take \$5-million from the athletics department's

Paculty members, who had feared that the athletics program would escape major cuts, were pleased by Mr. Shaw's proposa

The president, who has been at Syracuse since last year, told the Associated Press: "I think it's fair to say that athletics was treated better in the past than it can be in the future."

# **Athletics**

# Men Far Outnumber Women in Division I Sports and Receive Most of the Money, a Survey Finds

Continued From Page Al

vides only a cursory glance at a college's overall treatment of men's and women's sports, and does not take into account many of the shadings that complicate the question of Title IX compliance. Besides that, they note, the data are from 1990-91 and may be somewhat outdated for colleges that have made significant changes in their sports programs during the past year.

But most sports officials and legal experts agreed that the information provides a good starting point for gauging which colleges may be falling short both of meeting the minimum legal requirements of Title IX and of fulfilling what Merrily Dean Baker, associate executive director of the NCAA, calls the "moral imperative" of providing equitable treatment to men and women. (Ms. Baker was nominated last week by the president of Michigan State University to be its new athletics director.)

"The figures don't immediately say 'illegal,' or 'legal,' " said Linda Greene, a civil-rights lawyer and professor of law at the University of Wisconsin at Madison, who is on the university's athletics council. "But because of the nature of the disparities, they cry out for justification. They require that universities come forward and explain why the differences exist."

Two weeks ago, the NCAA released its gender-equity survey, to which 646 of the association's 847 members replied (The

Chronicle, March 18). The NCAA, which has been criticized over the years by women's-sports advocates who believe it impeded their progress, was widely applauded for undertaking such a study and for getting information about the status of sex equity into the public eye.

The Chronicle conducted its survey to try to add details to the NCAA's summary data and to gauge how individual institutions are doing in providing sex equity in

"Because of the nature of the disparities, they

cry out for justification. They require that universities

come forward and explain why the differences exist."

sports. It asked all 298 Division I institutions for copies of the forms they submitted as part of the NCAA's survey. Of those, 203 provided the forms. (For a list of colleges that did not provide them, and some of their reasons, see below.)

For each institution that responded, The Chronicle provides five pieces of information: the representation of men and women in the overall student body, the representation of men and women among varsity athletes, the amount and proportion of athletic scholarship money awarded to male and female athletes, the amount and proportion of operating expenditures spent on men's and women's teams, and the amount and proportion of money spent to recruit for men's and women's teams.

#### Key Pieces of Data

Most sports officials agree there are several key pieces of data to look for in gauging an individual college's performance in providing equitable programs. One major test under Title IX is that spending on men's and women's sports be comparable to the ratio of male and female athletes.

By that measure, said Michael Scott, a lobbyist and lawyer for the NCAA, "institutions, on average, are clearly in the ballpark." An institution like Florida State University, for instance, where male athletes outnumbered female athletes by about 72 per cent to 28 per cent and received 63 per cent of the athletic scholarship money, would seem to fulfill the law's requirements on that score.

However, like many other institutions Florida State appears much less successful on the other main requirement of Title IX: 1870 that the proportion of male to female athletes generally reflect the proportion of male and female students at the institution.

Continued on Page A40

# Universities That Did Not Participate in the Survey Cite the Sensitivity of Their Data

Ninety-seven of the National Collegiate Athletic Association's 298 Division I members did not participate in The Chronicle's survey about gender equity. Those colleges either did not take part in the NCAA study on which The Chronicle's survey was based, or chose not to provide copies of their NCAA-survey responses to The Chronicle.

Most of the institutions that declined to release the information said they did so to protect sensitive information about coaching salaries. That was especially true of private institutions that are not subject to state open-records laws. Only a few public universities, like Pennsylvania State Uni-

Florida A&M u

Lamar U

Lehigh U

Marshall U

Niagara U

Loyola U of Chicago

Manhattan College

Morgen State U

Northwestern U

Pennsylvania State U

Prairie Vlew A&M U

North Carolina A&T State U

Northwestern State U of La.

Long Island U-Brooklyn Center

Grambling State L

Alabama State U

Arkansas State U

Alcorn State U

Boston College

Brigham Young U

Brooklyn College

Campbell V

Colgate U

Cornell U

Drake U

Duquesne U East Carolina U

College of Charlesto

Coppin State U

Dartmouth College

versity and Utah State University, refused

to release the information. would fail to put the data into context.

"We do not feel the limited information

Rider College

Saint Bonaventure U

Saint John's U (N.Y.)

Saint Joseph's U

Seton Hall U

Temple U

Texas Christian U

Texas Southern (

U.S. Air Force Academy

Towson Staté U

Siena College

Saint Francis College (N.Y.)

Saint Mary's College of California

South Carolina State College

Southeast Missouri State U

Southern Methodist I

Saint Francis College (Pa.)

Rutgers U

Others said they did not believe the information in the form would fairly reflect the status of men and women in their programs, either because it was outdated (the survey covered academic 1990-91) or because the NCAA's study, as it was crafted,

For instance, Chet Gladchuk, athletics director at Boston College, said his institution had recently undergone a compliance review by the Education Department's Office for Civil Rights, and "was found to be in compliance.'

requested by the NCAA is a reflection of our comprehensive commitment to the equitable distribution of resources for men and women," Mr. Gladchuk wrote. "Therefore, we opt not to make the NCAA information available to The Chronicle."

Given the increasingly contentious and litigious nature of the debate about gender equity in athletics, another telling response came from Santa Clara University, which said that it was declining to release the equity survey "on the advice of the university's counsel."

The following colleges and universities elected not to participate in The Chroni-

U.S. Military Academy

U of Delroit U of Evansville U of Hartford U of Houston U of Illinois at Chicago

U of Kansas U of Maryland-Baltimore County

U of Massachusetts at Amherst U of Miami U of New Orleans

U of Notro Dame U of Portland U of Richmond U of San Diego

U of Tuisa Utah State U Villanova U

Winthrop Collage Xevier U Yale U

**₹**".

# How Men and Women Fared in Sports at 203 NCAA Division I Colleges, 1990-91

•		Spendin athletics so	g on holarahipa	Athletics operating expenditures <sup>1</sup>	
	Distribution of full-time Distribution of undergraduates athletes	Men	Women	Men Wome	Antibutes teamining expenditums 2
American U	Men Women Men Women	Amount of total	Per cent Amount of total		er cent
Appalachian State U Arizona State U Auburn U	40.3% 59.7% 50.5% 49.5% 48.8 51.2 74.1 25.9 51.6 48.4 70.8 29.2	\$800,992 55.8% 610,991 84.6 1,754,652 64.9	\$634.202 44.2% 111.262 15.4	\$129.513 66.3% \$65,884	33.7%   \$71.247 77.9% tops out of total
Austin Peay State U Ball State U	54.8 45.2 72.9 27.1 39.0 61.0 61.1 38.9 44.9 55.1 63.9 36.1	961,239 67.2 500,992 77.0	950,940 35.1 468,597 32.8 149,915 23,0	941,096 78.2 261,786 803,216 72.9 298,989	27.8 91.125 87.5 12.970 12.5 21.8 373.662 83.0 76.653 17.5
Baylor U Bethune-Cookman C Bolse State U	45.8 54.2 76.1 23.9 38.6 61.4 85.2 14.8	701,040 59.7 1.698,949 81.0 500,352 83.2	473,740 40.3 398,941 19.0	390,622 67.4 189,289	18.9 47.565 71.7 18.815 28.3 76,648 62.9 45.150 27.1
. Bowling Green State U Bradley U Bucknett U	52.9 47.1 70.8 29.2	610.743 65.9 1.048.924 70.9	101,341 16.8 315,406 34.1 430,344 29,1	787,034 91.6 72,134 409,886 68.9 184,733	16.8 165,240 88.7 20,968 11,3 25,118 90.6 2,598 9.4
California State U —at Fresno	54.8 45.2 68.4 31.6	503.852 51.4 515,200 77.8	476,827 48.6 146,640 22.2	210,150 67.9 99,200 275,901 64.5 99,200	22.1 133.635 84.1 25,313 15.9 59.800 76.9 18,000 23.1
−at Fullerton −at Long Beach −at Northridge	44.9 55.1 69.0 31.0 46.3 53.7 71.6 28.4	883,780 70.7 665,810 70.9 627,499 70.5	365,632 29.3 272,947 29.1	1,881,177 84.7 340,417	15.3 177.380 80.2 13.850 15.6
Canisius C Centenary C	44.9 55.1 68.3 31.7 57.1 42.9 76.1 23.9 46.1 53.9 66.0 34.0	346,552 66.6 272,382 54.7	262,381 29.5 173,924 33.4 225,415 45.3	1.100,338 80.2 271,188 343,955 71.0 140,688	18.4 71,216 83.0 14,638 17.0 49,793 63.6 28,459 36.4
Contral Connecticut State U Central Michigan U	46.1 53.9 78.6 21.4 42.8 57.2 67.5 32.5	293,419 70.2	202,172 33.0 124,846 29.8	136,407 78.3 37.749	40.2 48.515 87.4 7,000 12.6 21.760 87.2 3,200 12.8
Charleston Southern U Clemson U Cleveland State U	44.7 55.3 55.5 44.5 57.3 42.7 74.4 25.8 1.	768,873 64.7 261,879 62.0 547,655 74.6	419,456 35.3 160,552 38.0	103.575 58.0 176,600 3	22.2 36,397 64.1 20,419 35.9 68,500 60.4 45,000 30.5
C of the Holy Cross C of William and Mary Colorado State U	49.6 50.4 64.5 35.5 1. 45.5 54.5 61.6 38.4	347.223 68.0 271,626 68.6	527,879 25.4 163,102 32.0 583,251 31.4	273,920 68.6 125,259 3	14.0 21,625 76.4 6,675 23.6 1420,652 87.6 59,300 12.4
Creighton U Drexel U Duke U	51.5 48.5 67.4 32.6 45.2 54.8 57.6 42.4	484,833 56.3	456.664 27.9 483,347 32.6 377.072 43.7	387,714 64.9 209,796 3 580,720 73.7 203,796 3	7.3 94,620 81.1 22,100 18.9 5.1 86,097 77.0 25,660 23.0
East Tennessee State U Eastern Illinois II	56.2 43.8 65.1 34.9 2.7 75.9 24.1 2.7	779,194 78.4	67,065 21.6	268,500 78.7 72,550 2: 1,530,496 83.4 72,550 2:	0.3 197,576 76.9 59,240 23.1 1.5,750 80.9 27,250 19.1 9,561 74.2
Eastern Kentucky U Eastern Michigan U Eastern Washington U	40.4 59.6 71.1 28.9	30,955 76.3 93,059 70.3	144,553 18.1 165,076 23.7 150,203 29.7	238,217 75.4 77,811 24 529,306 72.2 203,418 33	78. 324,500 88.1 43,800 11.9 73,149 78.0 20,586 22.0
Fairfield U Fairfeigh Dickinson U Florida International U	45.4 54.6 59.1 40.9 3 49.3 50.7 68.6 31.4	83.676 74.8 15.642 51.5	81,915 34.2 29,320 25.2 97,690 48,5	540,863 75.3 177,620 24 261,817 67.6 125,352	7.0 54.482 61.8 33,659 38.2 99,328 84.3 18.475 15.7
Florida State U Fordham U	46.4 53.6 72.3 27.7 9	29,867 60.0 2	86,510 45.6 19,725 40.0	169,379 73.7 106,906 40 297,032 68.8 106,555 26	58.260 73.4 21.140 26.6 31.489 62.6 18.831 37.4
Furman U George Mason U George Washington U	47.2 52.8 72.8 27.2 1.26 44.2 55.8 62.9 37.1 1.26	† 60.0 87.842 80.2 3	33,838 36.8 † 40.0 17,976 19,8	802,139 75.1 266,600 24 557,000 86.0 ± 14	9 272,498 80.1 67,643 19.9
Georgia Institute of Technology	76.1 23.9 76.3 23.7 1.36	99,189 51,2 9	07,588 43.5 51,204 48.8	557,220 82.3 119,758 17 329,900 63.7 188,000 36 350,268 72.8 131,200 27	.7   56,570 76.5   17,397 23.5   79,400 57.0   60,400 43.0
Georgia State U	48.6 51.4 76.5 23.5 50 42.4 57.8 52.3 47.7 25 48.1 51.9 61.5 29.5	09,507 79.6 1. 55,875 50.2 2	30,483 20.4	.483,400 82.7 310,600 17. 369,775 81.1 86,180	3 712,000 92.5 58,000 7.5
Illinola State U Indiana State U	47.7 52.3 68.9 31.1 56 45.3 54.7 67.5 32.5 61	11,387 75.6 10 8,578 63.9 3	39,531 42.6 30,763 24.4	161.333 61.1 102,863 38. 146.725 64.0 82,695 36. 261,806 68.1 82,695 36.	9 43,502 80.6 10,480 19.4 9 47,177 70.3 19,948 29.7 28,200 74.8
lowe State U	47.2 52.8 72.1 27.9 1,49 50.3 49.7 73.4 26.6 50	1.456 69.2 66	9,885 33.5 4,060 30.8	526,857 65.4 278,314 34.1 404,000 76.4 125,000 23.0	9 108,651 90.0 12,110 10.0 77,914 62.7 46,339 37.3
Kansas State U	44.9 55.1 57.9 42.1 1.09 52.9 47.1 74.8 25.2 1.09	8,730 66.2 61 9,232 66.2 56	3,150 33.5 1,830 33.8 1,	195,860 77.6 289,843 26.3 471,422 78.6 56,576 22.4	305,649 86.3 48,654 13.7 60,400 88.8
Liberty U Louisiana State U	51.3 48.7 74.5 25.5 1.28 50.0 50.0 73.1 25.5 1.28	4.033 69.4 59 3,800 80.9 30	7,363 26.8 2,725 30.6	645,111 78.8 206.386 33.2 675,253 78.3 173,114 21.2	340,022 82.9 70,050 17.1 100,999 85.3 17,434 14.7
Loyola C (Md.)	54.0 46.0 76.3 23.7 686 44.7 55.3 51.5 48.5 562	9.761 66.2 61 8.287 79.3 17	3.170 33.8 9.380 20.7	489,042 86.7 74,959 13.3 848,651 81.1 663,399 18.9	87,897 74.0 30,775 26.0 91,000 94.3 5,500 5.7
Marquette U 5	45.4 54.6 66.8 33.2 238 50.7 49.3 63.4 36.6 238	7,272 62.4 28 3,579 61.4 15	1,055 37.6	192,198 65.7 114,580 21.8 307,003 77.9 100,316 34.3 295,882 84.6 87,103 22.1	79,100 78.1 22,200 21.9 33,550 79.8 8,500 20.2
Mami U Michigan State U Michigan State U	7.4 52.6 70.5 28.5 463 7.1 52.9 75.6 24.4	.286 77.4 136 .286 77.2 28	2.855 45.0 5.501 22.6	252,500 72.7 95.000 18.4 102,956 85.9 95.000 27.3	43.700 83.2 8.820 16.8 56.760 83.5 11,205 16.5
Middle Tennessee State U	7.5 52 5 75 2 32.8 1,639	,386 70.8 67	0,091 29.5 0,520 29.2 1,0	91,439 83.6 66,280 14.1 91,439 83.6 174,455 16.4 91,307 80.0 170,020 20.0 96,314 76,4 37,734	62,100 86.1 10,000 13.9 179,800 94.7 10,163 5.3
State U	8.2 41.8 74.0 26.0 821	,672 71.2 333	ו מממ כחוו	04,432 77.9 57,837 22.1	† † † †
Montana State U 56	3.9 56.1 58.1 41.9 349 6.5 43.5 77.8 22.2 609	.090 55.0 358	.342 17.7 2 .566 45.0 1	16,860 81.1 50.375	274,990 84.8 49,409 15.2
Murray State U	6.4 63.6 62.7 37.3 637 6.0 54.0 73.2 26.8	.610 74.7 182 .149 59.1 287	.200 25.3 3:	91,078 76.7 59,343 28.6 36,000 76.4 111,867 23.3	22,428 82.3 4,822 17.7 18,734 94.4 1,104 5.6 118,997 91.8 10,564 8.2
North Carolina State U 40	0.6 49.4 68.2 31.8 819, 0.3 59.7 70.2 29.8 819, 2.6 37.4 75.4 24.8 384,	891 73.0 302 719 67.9 181	.872 25.3 25.774 27.0 45	32,404 75.4 82,210 24 8	40,000 82.5 8,500 17.5 22,901 65.8 11,920 34.2
Northeastern III nois U 39	2.7 57.3 74.2 25.8 768. 9.9 60.1 52.0 48.0 768.	082 76.8 232	622 30.8 1.62 456 23.2 27	0,571 83.3 172,533 29.2 17,022 87.1 240,015	49.060 91.9 4,320 8.1 136.295 84.8 24,438 15.2 44.774 84.1 8,455 15.9
Northern Arizona U 46. Northern Illinois U 46. Ohlo State U	3.5 53.5 65.6 34.4 686. 72.0 28.0 764	136 67.2 894 121 64.3 380	248 32.8 34 739 35.7 34	0,500 71.2 96,598 26.2 2,458 70.3 36,600 28.8	370,257 81.0 86,807 19.0 81,600 75.7 26,200 24.3 6,000 66.7 3,000 33.3
Oklahoma State U 53.	1.3 61.7 73.7 26.3 1.451.1 1.5 46.5 76.9 23.1 953.6	376 64.3 806, 814 67.2 466,	058 38.0 42 686 35.7 1,76 176 32 9	7,525 65.7 144,698 29.7 1,103 64.4 223,583 34.3 8,516 76.4 299,757 35.6	92,045 77.4 26,850 22.6 116,186 83.4 23,208 16.6
Old Dominion U 49 Oregon State U 55 Popperdine U 44 Princeton U 59	.6 50.4 60.4 39.6 542.1 .8 44.2 63.9 36.1 937.8	147 64.5 298, 380 72 9	241 23.9 38° 297 35.5 38°	7.400 70.6 545,835 23.6 4.500 85.2 148,700 14.8	113,388 80.7 27,098 19.3 407,064 79.5 104,946 20.5 75,600 72.4 28,800 27.6
Providence C 47.	.8 41.2 69.3 30.7 .8 52.2 54.9 45.1 910.5	123 58.3 664,6 536 52.9 849	991 41.7 1,105	5,812 68.2 149,583 36.0 6,485 73.4 515,657 31.8	90,984 68.2 42,339 31.8
Radioni II	2 200 30.4 119794	M4 44 - VIII.	81 47.1   518  86 29.6   1,004  51 40.8   311		
				64.6 170,875 35.4	27,216 81.9 6,027 18.4 167,000 82.3 36,000 17.7 208,126 79.2 54,617 20.8 27,760 60.2 18,350 39.8
?!;			CONTRACTOR OF THE PROPERTY OF		

					athletics scholarships		Athletics operating expenditures *				Athletics recruiting expenditures 2						
D	مع المسالدة	-4 4-44 81	_ =		Me	<u>n</u>	Wor	nen	Ma	n	Wor	men	Mer			omen	
U	stribution undergi	or full-tim		wilen of letes													
	Men	Women	Men	Women	Amount	Per cent of total	Amount	Per cent of total		Per cent		Per cent		Per cent		Per cent	
Redford U	39.5%			39.8%	ı <b>\$352.48</b> 5	59.2%	\$242,551	40.8%	Amount	of total	Amount	of total	Amount	of total	Amount	of total	
Robert Morris C Saint Louis U	45.0 55.4	55.0 44.5	53.2 50.7	46.8 49.3	209,800	65.9	108.550	34.1	\$311,400 130,500	64. <b>6</b> % 67.2	\$170,875 63,640	35.4% 32.8	\$27,750 9,331	60.2% 62.2	\$18,350 5,658	39.8%	
Saint Peter's C Sam Houston State U	47.6	52.4	69.3	30.7	334,168 334,751	69.0 55.6	149,888 267,296	31.0 44.4	209,098 187,033	73.6 71.2	75,140	26.4	36.853	94.3	2,241	38.8 5.7	
San Diego State U	47.2 48.5	52.8 51.5	74.5 72.4	25.5 27.6	360,354 660,849	74.0	126,787	26.0	327,024	74.4	75.729 112,564	28.8 25.6	41,782	0.0 <b>83.</b> 3	8,390	0.0 16.7	
San Jose State U	52.0	48.0	69.7	30.3	602,281	74.5 67.7	226,135	25.5	727,738	76.8	220,115	23.2	131,068	82.3	28,232	17.7	
Southeastern Louisiena U	43.1	56.9	61.6				286,761	32.3	353,528	70.7	146,302	29.3	97,478	73.9	34,437	26.1	
Southern Illinois U				38.4	237,404	56.3	184,323	43.7	171,950	59. <b>6</b>	116,500	40.4	+	t	ŧ	t	
at Carbondale Southern Utah U	60.6 45.3	39.4 54.7	66.3 69.9	33.7 30.1	709,138	63.6	405,313	36.4	356,326	65.1	190,922	34.9	79,234	67.9	37,490	32.1	
Southwest Missouri					175,341	72.3	67,175	27.7	298.480	75.3	97,900	24.7	20,600	93.2	1,500	6.8	
State U	47.7	52.3	75.1	24.9	660,930	67.7	315,633	32.3	477,629	70.6	198,432	29.4	119,751	78.9	32,105	21.1	
Southwest Texas State Stephen F. Austin State		52.6 53.8	74.0 68.7	26.0 31.3	471,314 426,448	72.1 74.2	182,741	27.9	336,228	76.6	102,629	23.4	47.587	65.7	24,880	34.3	
Stetson U Syracuse U	45.3	54.7	62.9	37.1	440,834	64.5	148,148 243,029	25.8 35.5	378,000 505,555	79.0 72.0	100,243 196,955	21.0 28.0	43,000 35,200	73.6	15,399	26.4	
Tennessee	49.6	50.4	70.4	29.6	†	74.9	t	25.1	†	Ť	1	20.0	35.200 t	86.1 †	5, <b>70</b> 0	13.9 †	
Technological U Texas A&M U	55.9 56.5	44.1 43.5	73.9 70.7	26.1	541,775	84.7	98,008	15.3	338,694	73.9	119,408	26.1	60.079	82.3	12,899	177	
Texas Tech U	52.6	47.4	80.7	29.3 19.3	844,310 738,618	66.4 72.8	427,851 275,625	33.6 27.2	885,200 754,854	75.0	294,300	25.0	273.800	74.4	94,100	17.7 25.6	,
Towson State U	40.9	59.1	65.8	34.2	537,319	71.5	214,269	28.5	319,147	79.5 71.9	194,180	20.5	195,416	88.3	25 <b>,98</b> 9	11.7	
Tulane U U.S. Naval Academy	53.1 90.8	46.9 9.2	70.8 80.0	29.2 20.0	2,635,998	82.0	577,280	18.0	554,224	84.3	124,485 102,916	28.1 15.7	31,250 217,864	71.0 93.3	12,750 15,680	29.0 6.7	
U of Akron	50.2	49.8	74.6	25.4	917,019	77.Î	271,799	22. <del>9</del>	913.115 636.056	88.7 79.8	116,486 161,354	11.3	330,337	95.6	15,216	4.4	
U of Alabama —at Birmingham	50.0 44.5	50.0 55.5	66.7 62.1	33.3 37.9	1,123,162 251,989	65.0	603,526	35.0	859,095	72.0	334,119	20.2 28.0	154,500 376,260	91.7 82.9	14,000 77,358	8.3 17.1	
U of Arizona	51.7	48.3	66.9	33.1	1,553,349	56.5 65.2	194,007	43.5	357,100	69.8	154,150	30.2	24,300	44.7	30,100	55.3	
U of Arkansaa						00.2	827,324	34.8	921,863	72.0	359,132	28.0	435,359	80.0	108,900	20.0	
–at Fayetteville –at Little Rock	55.1 46.2	44.9 53.8	75.4 59.1	24.6 40.9	1,122,926 339,399	75.2 72.7	370,185 127,607	24.8 27.3	817,204	78.5	223,510	21.5	251,172	<b>85</b> .5	42,535	14.5	
U of California —at Berkeley	E2 4				1				103,750	72.0	40,250	28.0	24,500	91.8	2,200	8.2	
-at Irvine	53.4 47.5	46.6 52.5	69.1 68.5	30.9 31.5	1,315,789 350,572	69.8 64.4	570,442 193,760	30.2 35.6	1,003,137 498,818	76.0	317,050	24.0	344,949	87.5	49,298	12.5	
-at Los Angeles	49.4	50.6	65.5	34.5	1,576,826	69.8	682,349	30.2	1,929,454	74.2 81.6	173,607	25.8	32,012	74.9	10,747	25.1	
-at Santa Barbara U of Central Florida	49.6 47.3	50.4 52.7	69.6 74.4	30.4 25.6	401,610	61.8	248,556	38.2	831,033	77.6	436,469 239,462	18.4 22,4	404,500 17,988	88.4 66.4	53,300 9,100	11.6 33.6	
U of Cincinnati	52.6	47.4	73.5	26.5	654,510 1,133,875	75.7 78.6	210,397 308,294	24.3 21.4	1.755,000	79.8 91.1	443,900 128,768	20.2 8.9	48,000	77.4	14,000	22.6	
U of Colorado at Boulde U of Connecticut	r 54.2 47.6	45.8 52.4	67.2 73.7	32.8 26.3	1,461,444 1,054,424	72.3	559,013	27.7	1.124,295	79.0	298,226	21.0	214,660 407,137	<b>91</b> .5 <b>83</b> .7	19,900 79,218	8.5 16.3	
U of Dayton	52.0	48.0	74.9	25.1	273,795	65.3 52.4	559,975 249,144	34.7	716,042	69.6	313,191	30.4	156,385	82.2	33,768	17.8	
U of Delaware	43.6	56.4	63.7	36.3	900,008	78.4	247,479	47.6 21.6	295,420 716,810	74.2 85.4	102,925 122,916	25.8 14.6	90,400 50,000	86.0 82.6	14,750 10,500	14.0	1
U of Florida U of Georgia	53.1 47.1	46.9 52.9	71.1 74.0	28.9 26.0	803,162 1,264,486	63.5 67.6	460,701 606,798	36.5 32.4	968,726	72.5	368,235	27.5	531,570	84.7	96,245	17.4 15.3	
U of Hartford U of Hawall	50.9	49.1	55.4	44.6	791,702	52.3	722,842	47.7	651,512 294,710	82.1 69.9	142,392 126,665	17.9 30.1	566,929 34,809	83.0 72.1	115,752 13,474	17.0 27.9	
U of Idaho	46.3 58.2	53.7	71.6	28.4	981,936	66.7	489,909	33.3	1,077,199	70.1	459,335	29.9	331,007	93.6	22,639	6.3	
U of Illinois at Urbana-		41.8	67.7	32.3	540,374	71.2	218,419	28.8	328,334	74.0	115,520	26.0	97.006	80.4	23,649	19.6	•
Champaign U of lowa	56.5 48.3	43.5 51.7	71.1 64.1	28.9 35.9	1.492,613	68.3	692,104	31.7	1,049,282	72.9	389,763	27.1	364,500	83.6	71,500	16.4	٠.
U of Kentucky	48.3	51.7	70.7	29.3	1,691,651 1,848,786	67.4 74.3	818,494 639,508	32.6 25.7	904,250 1,058,526	63.7 77.3	515,270 310,389	36.3 22.7	354.585 480,255	64.8 85.7	192,700	35.2	٠.
U of Louisville U of Maryland at C Park	47.2 51.9	52.8 48.1	70.7 62.7	29.3 37.3	1,057,843 1,689,361	72.9 71.7	392,310	27.1	3,386,320	94.2	208,800	5.8	245,690	92.2	79,871 20,870	14.3 7.8	
U of Michigan	53.1	46.9	65.6	34.4	3,085,400	67.8	667,209 1,464,800	28.3 32.2	1,588,895	87.0	237,347	13.0	†	t	t	t	•
U of Minnesota		_			•				1.308,400	73.3	476,300	26.7	481,200	83.9	92,100	16.1	
-Twin Cities U of Mississippi	51.7 50.7	48.3 49.3	70.6 76.4	29.4 23.6	1,437,410 1,124,357	69.6 80.6	627,831 270,134	30.4 19.4	2,412,437 917,942	81.9 79.0	534,476	18.1	480,500	82.2	104,286	17.8	
U of Missouri					-		-		1		2 <b>4</b> 4,377	21.0	361,873	89.4	42,781	10.6	_ ; !
–at Columbia –at Kansas City	49.9 43.4	50.1 56.6	67.8 52.9	32.2 47.1	918,485 177,084	69.3 47.5	406,936 195,543	30.7 52.5	554,025 153,737	72.6 72.0	209,539 59,675	27.4 28.0	212,000	79.3	38,163	20.7	
U of Montana	49.2	50.8	70.3	29.7	555,731	75.4	181,463	24.6	255,700	67.4	123,500	32.6	35,221 119,500	72.5	13,338	27.5	
U of Nebraska U of Nevada	55.4	44.6	74.3	25.7	1,168,541	68.8	528,869	31.2	1,161,550	76.4	358,550	23.6	503,500	79.1 87.7	31,500 70,500	20.9 12.3	
-at Las Vegas	49.3	50.7	69.8	30.2	1,239,536	69.4	545,929	30.6	724,622	75.7	233,185	24.3	234,643	84.5	42,908	15.5	
—at Reno U of New Hampshire	48.8 44.1	51.2 55.9	68.4 68.2	31.6 31.8	971,444 1,259,615	73.7 67.3	346,047 612,049	26.3 32.7	659,101	76.4	203,299	23.6	120,600	74.1	42,100	25.9	1/2
U of New Mexico	47.7	52.3	75.0	25.0	1,184,076	74.5	405,255	25.5	1,292,989 1,381,520	86.1 87.1	208,327 205,391	13.9 12.9	62,850 225,886	78.9 86.9	16,808 34,102	21.1	<b>.</b>
U of North Carolina		/												35.5	01,102	10.1	7
–at Asheville –at Chapel Hill	44. <del>9</del> 42,5	55.1 57.5	57.2 62.8	42.8 37.2	128,652 1,506,500	65.2 64.5	68,626 828,700	34.8 35.5	82,030 1,021,161	60.4 81.6	53,833 230,744	39.6 18.4	17,780	85.7	2,972	14.3	31
-at Charlotte	48.7	51.3	63.0	37.0	252,019	59.4	171,961	40.6	490,450	74.9	164,100	25.1	453,104 67,450	87.8 64.0	63,200 37,950	12.2 36.0	1
at Wilmington U of North Texas	42.3 47. <del>6</del>	57.7 52.4	57.8 75.5	42.2 24.5	260,697 481,849	61.8 77.7	161,433 137,983	38.2 22.3	163,100 222,401	60.0 77.1	108,600 65,997	40.0 22.9	33,120 41,797	64.5	18,250	35.5	. 41 .
U of Northern Iowa	42.8	57.2	67.3	32.7	569,314	70.8	234,813	29.2	329,131	73.4	119,567	26.6	38,057	83.1 79.1	8,472 10,071	16.9 20.9	
U of Oklahoma U of Oragon	54.7 47.4	45.3 52.6	72.7 66.8	27.3 33.2	1,022,073 1,159,855	65.8	530,058	34.2	1,180,696	73.6	424,197	26.4	295,551	78.4	81,650	21.6	ν.
U of the Pacific	46.4	53.6	66.9	33.1	1,159,855 1,929,853	72.2 68.6	446,339 884,826	27.8 31.4	2,068,903 304,118	86.6 73.4	318,897 110,432	13.4 26.6	416,612 127,450	90.3 84.5	44,856 23,356	9.7 15.5	
U of Pennsylvania U of Pittsburgh	57.3 51.8	42.7 48.2	68.8 75.7	31.2 24.3	1,668,308	74.9	559,281	25.1	590,700 6,170,295	73.8 97.2	210,022	26.2	136,713	71.9	30,117	18.1	-K
U of Rhode Island	47.1	52.9		36.5	974,575	66.5	490,807	33.5	377,815	97.2 63.9	179,010 213,855	3.8 36.1	402,840 51,866	95.3 59.6	26,340 35,200	4.7 40.4	
U of San Francisco	42.1	57.9		41.7	497,036	58.6	351,854	41.4	186,290	68.5	85,760	31.5	38,800	66.0	20,000	34.0	
U of South Alabama U of South Carolina	46.7 47.8	53.3 52.2		36.5 25.7	260,354 1,035,486	59.7 72.8	175,513 386,455	40.3 27.2	480,099 1,166,206	71.1 81.4	195,558 265,977	28.9 18.6	124,904	78.9	33,491	21.1	
-Coastal Carolina C	45.0	55.0	61.5	38.5	405,103	65.2	216,465	34.8	106,000	70.2	45,000	29.8	317.488 22,500	87.0 73.8	47,523 8,000	13.0 26.2	
U of South Florida U of Southern California	43.8 67.0	56.2	59.0 76.7	41.0	321,553	51.0 72.4	308,490	49.0	492,348	71.8	193,100	28.2	61,500	72.3	23,500	27.7	
U of Southern	57.9	42.1			3,151,176		1,199,297	27.6	2,080,619	87.2	305,45 <b>9</b>	12.8	287,890	79.4	74,785	20.6	Y
Mississippi U of Southwestern	43.2	56.8	78.3	21.7	715,726	77.8	203,862	22.2	57 <b>6,</b> 438	81.6	129,855	18.4	87,394	83.2	17,692	16.8	5
Louisiane	46.9	53.1	77.0	23.0	521,927	77.6	150,935	22.4	552,324	87.2	81,427	12.8	152,000	94.4	9,050	5.6	WZ TO
															3,00 <b>0</b>	J.J	1



# How Men and Women Fared in Sports at 203 NCAA Division I Colleges, 1990-91—Continued

						<del></del> -	Spend athletics	ling on scholarehips		Athle	tics operat	ing expenditure	- 1		_		•
		_				N	7en	W	outet		en		men .			ting expend	tures 2
		Distribution under	ı of full-tin graduates		ribution of hi <del>c</del> tes					<del></del>			411911	M	en		Women
	U of Tennessee	Men	Women	Mer		Amount	Per cent of total	Amount	Per cent of total	Amount	Per cent of total	Amount	Per cont of total	Amount	Per cer		Per cent
s.	-at Chattanooga -at Knoxyille U of Texas -at Arlington	47.3 <sup>4</sup> 51.7	% 52.7% 48.3	74.5 78.7		\$901,073 1,114,803		\$134,571 488,013	13.0% 30.4	\$243,343 1,646,121		\$55,066 357,015	18.5% 17.8	\$71,110	97.49	% \$1,90	nt of total
	–at Austin	52.8	47.2	56.3 77.2		220,060 1,178,000		206,950		175,718	54.1	148,950	45.9	530,911		76,44	8 12.6
	–at El Paso –Pan American at San Antonio	47.5 42.0 47.7	52.5 58.0 52.3	74.6 67.2	25.4 32.8	922,211 205,343	82.5 64.1	449,454 195,386 115,131	27.6 17.5 35.9	975,500 531,400	71.3 79.5	392,761 137,025	28.7 20.5	37,447 298,400 209,726	76.0	24,65 94,22	8 24.0
	U of Toledo U of Vermont	48.5 46.8	52.3 51.5 53.2	59.0 71.0	41.0 29.0	157,451 1,004,750	70.2	106,282 427,426		202,030 115,873	68.8 65.4	91.500 61,302	31.2 34.6	21,300 48,250	77.7	18,55 6,10 13,25	0 22.3
	U of Virginia U of Washington U of Wisconsin	50.1 51.1	49.9 48.9	55.9 57.9 64.4	44.1 42.1 35.6	536,091 1,801,960 1,361,588	67.2	449,257 878,130	45.6 32.8	466,539 265,300 1,402,447	73.9 57.7 78.4	164,884 204,590 386,666	26.1 43.5 21.6	141,149 34,663	78.3	26,630 9,60	0 15.9
	at Green Bay at Madison	40.0 49.4	60.0 50.6	43.5 69.8	56.5	230,127	49.4	585,265 236,141	30.1 50.6	917,225	70.9	375,601	29.1	292.325 259,992	81.2 71.9	67.66 101.44	2 18.8
	-at Milwaukoe U of Wyoming	48.9 53.2	51.1 46.8	61.6 76.8	30.2 38.4	850,749 317,209	72.2 60.9	326,925 203,462	27.8 39.1	1,173,593 140,851	54.7 73.8 66.9	196,000 417,700 69,598	45.3 26.2	27.060 400.070	52.6 82.8	24,375 82,828	
÷#.	Valparaiso U Vanderbiit U Virginia Commonwealti	46.3	53.7 48.6	70.9 62.0	23.2 29.1 38.0	995,117 579,406 2,446,837	74.4 68.6 76.5	342,224 265,407	25.6 31.4	461,248 176,881	78.6 67.5	141.040 72.441	33.1 23.4	23,490 263,550	89.1 90.0	2,884 29,250	10.9
	. u Virginia Military	41.2	58.8	62.0	38.0	382,115	76.3 56.3	752,125 296,260	23.5 43.7	869,976	83.9	167.205	32.5 16.1	46,167 317,712	78.2 93.8	12,855 20,904	21.8
	institute Virginia Polytechnic	100.0	0.0	100.0	0.0	1.049,949	100.0	0	0.0	349,692 290,000	68.4 0.0	161,300	31.6	79,906	66.9	22,354	33.1
	Institute and State U Wagner C Wake Forest U	47.0	41.5 53.0	78.3 63.6	21.7 36.4	1,129,842	80.3	276,504	19.7	723,926	80.4	0	0.0	82,300	100.0	0	0.0
	Washington State U Weber State U	53.7 54.5 48.2	46.3 45.5 51.8	73.0 55.7	27.0 44.3	279,084 1,974,936 1,154,566	59.7 84.5 68.0	188.616 363.475 542.237	40.3 15.5	78,700 665,000	68.6 79.8	176,646 36,000 168,000	19.6 31.4 20.2	246.587 10.000	88.7 83.3	31,446 2,000	
:	West Virginia U Western Carolina II	54.3 51.2	45.7 48.8	71.8 72.5	28.2 27.5	597,586 1.227,451	71.2 71.4	241,215 492,192	32.0 28.8	993,629 238,994	70.3 69.4	420.751 105,369	29.7 30.6	375,000 289,099 59,603	92.1 76.5 86.2	32,000 88.652	23.5
	Western Illinois U Western Kentucky II	52.4 51.9	47.6	77.2 73.8 74.2	22.8 26.2 25.8	368,765 575,355	80.5 68.6	89,517 263,500	28.6 19.5 31.4	1.524,750 216,218 472,137	83.5 75.8	301,000 69,200	16.5 24.2	272,000 70,365	83.2 91.7	9,568 55,000	13.8 16.8
	Western Michigen U Wichite State U Wright State U	47.2 47.7	52.8 52.3	72.2 54.4	27.8 45.6	661,376 1,003,240 305,151	81.0 73.7	155,031 358,359	19.0 26.3	358,254 745,265	75.9 69.3 77.7	149,862 159,012 214,415	24.1 30.7 22.3	71,175 81,037	80.9 96.5	6,385 16,775 2,918	8.3 19.1
	Xavier U (Ohio) Youngstown State U	49.6 48.5 49.0	51.5	63.0 59.4	37.0 40.6	384,429 312,112	45.7 57.4 53.3	362,765 285,386 273,757	54.3 42.6	297,100 292,770	61.5 67.2	186,200 143,206	38.5 32.8	100,624 78,700	77.1 71.7	29,827 31,000	22.9 28.3
••	Division I avarage <sup>3</sup>	49.7%		72.1 8 <b>9.1</b> %	27.9 3 <b>0.9</b> %	578,229 <b>\$849,130</b>	74.4	198,928	46.7 25.6	401,818 272,551	79.9 75.1	100,928 90,564	20.1	25,581 88,539	50.7 89.4	24,872 10,445	49.3 10.6
,	† Did not provide this informa † Does not offer athletic scho † Operating expenditures inclu	lneables	COSIS BOSO	مراد المحاددات			U-0-070	\$372,800	30.4%	\$612,208	77.4%	\$179,078	24.9 <b>22.6%</b>	68,193 <b>\$139,152</b>	90.6 <b>82.8</b> %	7,062 <b>\$28,840</b>	9.4 17.2%

# Survey Fleshes Out College Compliance on Gender Equity

Continued From Page A37 Just 46.4 per cent of Florida State's when you look at the number of students are men, compared with 72 per cent of its athletes.

Sports officials and legal experts are split on whether the huge gaps in the participation and enrollment rates at most colleges suggest that those institutions are out of compliance with Title IX.

#### 'Interests and Abilities'

The NCAA's Mr. Scott is quick to note that the law allows a college to offer other reasons why its participation rate does not mirror enrollment. If the rates are not similar, \*h∉ says, the college can show that it has tried continually to expand opportunities for women, or it can prove that it has satisfied the "in-. torests and abilities" of women by providing as much opportunity as female students want or warrant.

Mr. Scott said that since Title IX has been in effect for 20 years, col- about whether participation rates and was pronounced dead within leges will have difficulty making must equal enrollment will be a two hours. the historical argument and proba- contral issue as the Title iX debate bly will have to lean more heavily heats up in the coming months. on the "interests" test.

Advocates for women, however, argue that neither test stands up to 'Okay, if'l measure up to that standaws dard. I will have a gender-equitable discontinuous seeking a total of \$32.5-million in damages. The university admits nor implies liability or re
Marymount's basketball committee and other relatives filed lawsuits seeking a total of \$32.5-million in damages. The university admits nor implies liability or re
Marymount's basketball committee and now coaches the Na-Advocates for women, however,

University of Texas at Austin to State University, which is reshapthe other prongs of the Title IX test are "more excuses than reasons."

"I don't know how a college can argue that there aren't women interested in being varsity athletes, club teams just poised to become varsity sports," Ms. Lopiano said.

She also argued that colleges cannot rationally compare the interest of men and women until they start spending comparable sums of money for recruiting, scholarships, and operating costs.

'I've heard so many people say, 'I can't keep this women's team together," she said. "Well, no wonder. They're asked to practice at 7 a.m., the coach is paid two cents, there are no scholarships. All of a sudden there's no interest or ability. Big surprise!"

#### A Central Issue

areas of common ground between proponents of Mr. Scott's and Ms. who was taking medication to con-Lopiano's views, they tend to trol an irregular heartbeat, colngree on one thing: The question lapsed on the court during a game

Somebody is going to have to set a standard by which people say, mother and other relatives filed

become executive director of the ing its sports program in response Women's Sports Foundation, says to a ruling by the state Supreme Court requiring the university to apportion its sports finances based on the makeup of the student body.

Who will set the standard is still an open question. Advocates for women's sports are pushing the Education Department's Office for Civil Rights-which is responsible for enforcing Title IX-to issue a clearer statement about the participation-rate issue. But critics of the OCR, who say the department is far

ment job, believe that other avenues hold more promise.

The courts are one such avenue. Some of the toughest standards for sex equity have been established during legal battles, such as the Washington court's 1987 decision governing its state. But almost everyone seems to hope the colleges will deal with the issue themselves.

Donna Shalala, chancellor of the University of Wisconsin at Madison, said that her institution, after an ock inquiry, was altering its too understaffed and underfi- what she called "technical complinanced to do an adequate enforce- ance" with Title IX. "But ocn is

much more lenient than many of us who are committed to Title IX. It is very important that we not depend on a federal agency to deal with this issue. It is important that we deal with it ourselves."

Presidents and sports officials in both the Big Ten and Pacific-10 Conferences are trying to develop firm guidelines that would force their members to provide more equitable programs for women.

The NCAA is about to appoint a special committee that will advise colleges on gender equity and, possibly, propose NCAA legislation to

# Loyola Marymount Settles Suit Over Basketball Player's Death who treated Mr. Gathers all were

named in the suits.

Loyola Marymount University

agreed last week to settle a wrongful-death lawsuit brought by the mother of a basketball player who died two years ago, ending the uni-Although it's very tough to find versity's involvement in the case.

## Seeking \$32.5-Million

ola Marymount, said the institution

Last month the university setpay \$855,000 to Mr. Gathers's estate, which named his son, Aaron added that the university's settle In March 1990, Hank Gathers,
Last week Loyola Marymount paid by its insurance carrier. Crump, as the sole beneficiary. added that the university concluded its role in the lawsuit by agreeing to pay \$545,000 to Lucille Gathers, the player's mother.

Two counts of negligence are still pending against two doctors who treated Mr. Gathers after his

argue that neither test stands up to

Secution at most colleges. Donnam dard, I will have a gender-equitable dard, I will have a gender-equitable brogram; "said Jim Livengood, its athletics director, its men's has gentless of the instance of the instance

had determined that the amount of tled part of the case by agreeing to ed cost and expense of preparing the settlement equaled the estimat-

Last year Vernon Hattori, the cardiologist who had treated Mr. Gathers for the heart ailment. agreed to pay \$1-million to the player's family in exchange for be-

Scrutiny at most colleges. Donnage dard, I will nave a gender-equitable A. Lopiano, who is leaving as discretized at the program; "said Jim Livengood, athletics director at Washington at Washington



A meeting room at South Africa's University of Cape Town has been named in honor of Alan J. Pifer, who will retire in September as chairman of the board of the institution's U.S.

fund-raising foundation. The Alan J. Pifer Room is actually 207 Bremner Hall, the university's administration building. A ceremony to mark the renuming was held during a recent visit by Mr. Pifer to the campus.

Mr. Pifer has been chairman of the New York-based University of Cape Town Fund since its formation in 1985. Much of the money raised by the foundation goes to support scholarships to the university for black South Africans.

Mr. Pifer's association with the university dates to the 1950's. As president of the Carnegie Corporation of New York from 1965 to 1982, he helped provide support to South African scholars to conduct major research projects on poverty and politics in the country. He was awarded an honorary degree by the university in 1984 for his service "to the cause of higher education in South Africa."

As British voters head to the polls this week, the Labor Party seems to have consolidated its support among academics.

in a nationwide sampling of university professors, 57 per cent of respondents said they supported Labor. The Conservatives had the support of only 14 per cent of the professors, far below the 31 per cent rating won by Liberal Democrats.

University College in Dublin has been forced to reopen a search for an assistant lecturer in medieval history after faculty members objected to one candidate's exclusion on the apparent grounds that he was, at 37, too old for the post.

Alain Stoclet, a University of Toronto instructor who currently is a research fellow at the Dublin institution, had applied for the position, but was not included on the list of finalists becauseaccording to minutes of a meeting leaked to the press-he was too old.

The finalists were identified by a board of assessors that assists the institution in its recruiting. The board told the arts faculty that all six of the finalists were between the ages of 27 and 30, which it felt was the appropriate age for a junior appointment. "It could be argued that Dr. Stoclet, like several other candidates, was overqualified for the

The board's recommendations sparked an uprising among the faculty members, who said that discrimination on grounds of age was inappropriate, if not illegal, and that qualifications should be the chief criterion in the selection process. The faculty committee decided it could not accept the board's recommendation, and the institution is advertising the position again, without any age restrictions.

# International

# U.S. Plan for Aid to Scientists in Former Soviet Union Could Strengthen Deteriorating Research Enterprise

Package would drop restrictions on high-technology exports and try to alleviate 'brain-drain problem'

#### By KIM A. McDONALD

The Bush Administration last week announced several programs of aid to researchers in the former Soviet Union that could help strengthen the deteriorating scientific enterprise in Russia and slow the emigration of intellectuals to other coun-

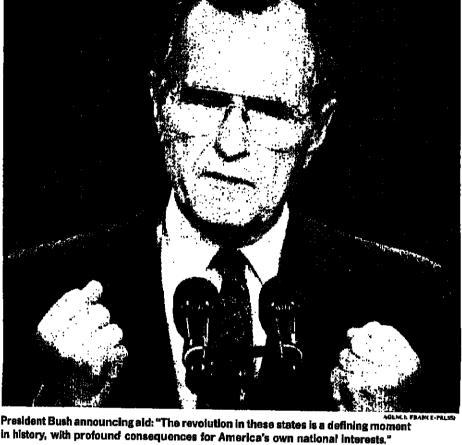
In the largest program, a multibilliondollar package for the former Soviet states, President Bush proposed to eliminate coldwar restrictions on the export of high-technology equipment, such as computers, to the former Soviet Union, and to take steps to alleviate "the brain-drain problem."

Mr. Bush said his plan also would allow a \$400-million fund approved by Congress last year to dismantle the Soviet nuclear arsenal to be broadened to include improvements in nuclear-plant safety and the conversion of Russian nuclear-weapons laboratories to civilian facilities.

#### Stipends for Visiting Scholars

"The revolution in these states is a defining moment in history, with profound consequences for America's own national interests," the President said in announcing the plan. "The stakes are as high for us now as any that we have faced in this century. And our adversary for 45 years, the one nation that posed a worldwide threat to freedom and peace, is now seeking to join the community of democratic na-

In a separate announcement last week, the State Department said it planned to start a \$1.5-million effort to bring "at least 150 scientists" from the former Soviet Union to American universities and colleges



President Bush announcing aid: "The revolution in these states is a defining moment

to teach and conduct research for one to two years. The visiting scholars, who would begin arriving in the fall, would receive a small stipend for travel and relocation costs from the U.S. government, but

would obtain the bulk of their support from the universities and colleges. State Department officials said.

A similar \$1-million program announced Continued on Following Page

#### 'WHAT'S TO BE DONE?'

# Amid Yugoslavia's Turmoil, Sarajevo U. Is Assailed by Bitter Sectarian Rivalries

By DUSKO DODER

The disintegration of Yugoslavia has embroiled its intellectuals in sectarian rivairies and put enormous strains on academic communities throughout the multi-ethnic federation,

Nowhere have these strains been as apparent as here in the centrally located republic of Bosnia-Herzegovina, where professors at the University of Sarajevo have become the leaders of rival ethnic political parties.

According to its rector, Jusuf Mulić, the university itself "is not engaged in politics," even though many of its faculty members are. "We don't like it," he said, "but what's to be done? They are citizens."

The problem of Yugoslavia, said Mr. Mulic, who is a Muslim, is that "we don't really have political parties like the Democrats and Republicans in the United States, with different programs. Our parties are ethnic parties, that's all."

Aleksa Buha, a philosophy professor, said he became a Serb nationalist politician "with a feeling of guilt." But, he said. the collapse of Communism swept away old politi-Continued on Page A43



Aleksa Buha, a philosophy professor at the U. of Sarajevo: "The return of nationalism is indeed a step back."

• •

# U.S. Aid Could Shore Up Research Enterprise in Former Soviet Union

Fontinued From Preceding Page by the State Department would bring to the United States at least 150 scientists working on defenserelated projects in the former Sovict Union for three-to-six-month internships at American companies.

in addition, some federal agen-\_\_cies are providing additional assistance on their own to existing cooperative research efforts.

At the National Science Foundation, managers in the division of international programs are racing to put into place a new plan to provide additional resources to researchers in the former Soviet Union who are engaged in foundationsupported collaborations with

#### **Quick Reviews Promised**

Gerson S. Sher, senior program minager for Eastern Europe, said approximately 100 U.S. researchers who direct such collaborations to make them aware of the support. Requests for additional aid will be reviewed quickly, he added.

He said each of the projects could receive as much as \$10,000 in supplemental aid immediately, to pay for journal subscriptions, equipment, and supplies that will be sent to the former Soviet Union to help maintain the laboratories of the counterparts in the research efforts there. The first awards are expected to be made this week, ers in Latin America and Eastern "We're trying to act on this very

Pawickly," Mr. Sher said. Officials at the science foundation said the money to finance the new program, which could amount to as much as \$1-million, would come from reallocating resources within the agency. They added that the initiative had been requested

With South Africa's Committee

of University Principals meeting in

Pretoria this week to discuss the

structure of post-apartheid higher

education, a wave of protest by

black students has disrupted oper-

Some of the protests were

sparked by the expulsion of black

students either because they had

failed to pay overdue fees or not

met academic standards. Campus-

es where protests turned violent in-

clude the racially open and tradi-

tionally liberal University of Natal

and the University of the Western

Cane, which regards itself as the

intellectual home of the South Afri-

can left. Some historically black

universities have seen protests

The Committee of University

over alleged racism by white facul-

tics in South Africa. Among items

ার্মা autonomy and accountability.

Some of the issues on the agenda

have been brought into share focus

ions on several campuses across

the country.

ty members.

CAPE TOWN



the foundation was telephoning the Loren R. Graham, a professor at MIT: "I'm not opposed to bringing them here for a short period of time."

by Walter E. Massey, the agency's

Health, officials of the Fogarty In-

years in additional aid to existing

NIH collaborative projects with the

former Soviet Union. The effort is

being financed by a \$1-million pro-

gress last year, to assist research-

Europe, as well as in the former

of international research and

awards at the Fogarty center, said

most of the applications and

awards involved collaborative

projects with researchers in the

fices of Jakes Gerwel, vice-chan-

cellor of the University of the

pulsion of 189 of their classmates,

most of whom had failed to pay

outstanding balances on their 1991

tuition bills. In recent years the

university has admitted growing

numbers of students from very

former Soviet Union.

However, David A. Wolff, chief

Soviet Union.

At the National Institutes of

Frank Press: "What we're talking about to destabilize the brain drain is only a few tens of millions of dollars." Like the NSF program, which duties on the supplies and equipdoes not pay the salaries of foreign ment by having U.S. scientists researchers, the NIH effort would bring the materials into Russia, provide all of the funds to U.S. re- rather than shipping them sepasearchers who will buy supplies to rately.

ternational Center are providing as much as \$20,000 a year for three be sent to the former Soviet Union. "Rather than send the money to the country, where Russian officials can take cuts, we send the materials and equipment there," Mr.

#### **Avoiding High Duties**

Mr. Sher of the NSF estimated that, because of the high taxes on cash payments in Russia and the difficulty of moving money through the bureaucracy there, a payment of \$100 to a researcher could quickly dwindle to "only \$10 or \$20." He said the foundation also planned to avoid paying high

In recent months, Russian and American science leaders, concerned that the Administration was Protests by Black Students Erupt on Several South African Campuses

ers in the former Soviet Union.

The student council condemned the form of the protest but continued to press for the re-admission of

poor backgrounds. Mr. Gerwel said earlier this year that 2,956 students owed a total of demically and had debts of less versity is going to intr

#### **Boycotts and Demonstrations**

The Students Representative Acrincipals represents 17 universi-Council then began pressing for the administration to review the cases to be discussed by the vice-chan- of 411 other students, about 220 of cellors this week are the financing whom were eventually re-admitof higher education, access to the ted. The action followed negotiauniversities, financial-aid and academic-support programs for disad tions between student leaders and the administration, as well as class vantaged students, and institution boycotts and demonstrations. A protest last week got out of hand when a group of about 60 militant

by the recent round of campus unrest. In the latest violence, the of-Mr. Gerwel condemned the mili-

tants' behavior and said student Western Cape, were ransacked last leaders must take responsibility for week by students protesting the ex-'Serious Repercussions'

about 190 students.

Said Oupa Ntombela, a spokesman for the council: "We recognize that students have financial \$3.4-million in 1991 tuition fees. He obligations to the university and said the university could not ac- the university has financial constudents regardless of their debts. unique in that it has been proud to that his case would be heard by a The university did arrange for 923 serve students from working-class review panel. students who were succeeding acacommunities. Obviously if the unicy of financial exclusions, that in our view has serious repercussions. We want to have the doors

of learning opened to everyone." Njabulo Ndebele, vice-rector of the university, said at one point that it should be "a matter of national concern that students with proven ability to succeed are unable to finance their studies."

Among other protests in recent weeks:

M About 350 students at the University of Venda staged a protest against a ing to find positions in a (ight job versity of Natal at Duebas weeks) students occupied Mr. Gerwel's a violent rampage across the camversity of Natal at Durban went on white lecturer who they claimed

pus to protest the expulsion for academic reasons of Knowledge temporarily in the United States. Mdiadiose, a black law student. A member of the Students Repre- 'A Great Deal of Unrest' sentative Council, Mr. Mdludlose was denied re-admission to the law school after failing 16 of 22 examinations over a two-year period.

James Leatt, vice-chancellor of the university, said that the violence was unacceptable and that there would be no compromising on academic standards: "What is at stake is the integrity of the University of Natal degree." He subsequently announced that Mr.

At the University of Du week boycott in support of their demand for the immediate suspension of a white professor who they allege is racist. The institution's pointed a commission of inquiry to look into the allegations. Last week students decided to suspend the boycott pending the commission's report.

■ More than 3,000 students at the historically black University of focused only on helping nuclear weapons scientists in the former Soviet Union, have called on White House officials to broaden the assistance to prevent the dismantling of civilian research insti-

tutes in Russia. Deteriorating research facilities. shortages of hard currency to buy chemicals and maintain journal subscriptions, and extremely low wages, they warned, have prevent ed many scholars in the former Soviet Union from conducting research and led to fears of a massive emigration of intellectuals in the near future.

#### Special Fund for Equipment

At a closed-door meeting at the National Academy of Sciences last month, more than 120 American scientists recommended steps that the White House should take to broaden its support for civilian scientists in the former Soviet states, such as creating a special \$50-milion to \$100-million fund to replenish and refurbish equipment, journals, and books there.

While only one of the group's recommendations—the elimination of export controls on high technology equipment-appeared in Mr. Bush's multibillion-dollar Thomas J. Ratchford, associate package of assistance, Mr. Ratchdirector of policy and international ford said the aid package was still affairs at the White House Office of being refined and could later in-Science and Technology Policy, clude some additional proposals to noted that his office was encouragassist civilian researchers.

ing other federal agencies to devel-"It's too early to tell," he said. op programs like those at the sci-'What we are talking about is peaence foundation and the NIH. He nuts compared to the total packsaid it also was studying closely the

recommendations from scientists Frank Press, president of the who met last month at the National National Academy of Sciences, Academy of Sciences to discuss said he was encouraged by the ways of helping civilian researchprospects.

"What we're talking about to destabilize the brain drain is only a few tens of millions of dollars," ht

However, some American scholars expressed concern that the brain drain could be exacerbated by the State Department's plan to bring Russian scientists to work

The major problem is not the in ability to bring Russian scholars to the United States, said Eugene B. Skolnikoff, a political-science professor at the Massachusetts Institute of Technology. "It's providing resources there. In fact, the money will go much farther there."

Loren R. Graham, a professor of the history of science at MIT, who said he had similar concerns, precede to demands that it enroll all straints. But this university is peal his expulsion in writing and United States would eventually redicted that a large number of the main here.

"I'm not opposed to bringing Westville, students held a twohelp most in their own countries.

Robert L. Park, a professor of physics at the University of Mary, land at College Park and director of vice-chancellor, Jairam Reddy, apican Physical Society, said the program could also face opposition from the many U.S. scientists, particularly physicists, who have been unable to secure jobs at American universities.

market, it's likely to create a great deal of unrest." he said.

# Amid Yugoslavia's Strife, Sarajevo U. Is Assailed by Sectarian Rivalries

Continued From Page A41 cians and created a vacuum. "We felt called upon" to enter politics,

"The return of nationalism is indeed a step back," added Mr. Buha, "but we have to go through this phase of tremendous social. spiritual, and moral crisis."

The return of virulent nationalism has damaged the social fabric not only of the university but of the entire republic. The outbreak of sectarian war in Sarajevo, a lovely city where the 1984 Winter Olymnics were held, was only narrowly averted last month, largely as a result of the efforts of United Nations Secretary General Boutros Boutros Ghali and his peace negotiator, Cyrus R. Vance. By the time Mr. Vance sat down with the leaders of the republic's three main factions, armies representing the Serbs, Croats, and Muslims had been persuaded to stop shooting and take down their barricades.

#### Months of Fighting

Many people in Bosnia-Herzegovina have been shocked by the months of fighting in neighboring Croatia—both the scale of destruction and the viciousness—and the prospect of a civil war in their own homeland has them frightened.

The republic's Muslim president, Alija Izetbegovic, proclaimed independence last month and asked for international recognition-joining Croatia, Macedonia, and Slovenia. None has been granted such recognition by the Belgrade government or by the United States, although some European nations have recognized the breakaway republics.

President Izetbegovic subsequently agreed, in talks among representatives of Bosnia-Herzegovina's three dominant groups, to the creation of Swiss-style cantons that would answer to a central govrnment in Sarajevo but would each be ruled by the dominant nationality. Negotiations on the future of the republic are continuing, under the sponsorship of the European Community.

Generally known now simply as Bosnia, the republic is a microcosm of Yugoslavia's intertwined

YUGOSLAVIA'S FRACTURED FEDERATION

terests. With an explosive mix of three nationalities living in claustrophobic proximity to each other, sectarian fighting can easily flare. as last month's events demonstrated. Bosnia is perhaps the most dangerous ethnic flash point in all the Balkans, a region long regarded as a powder keg. It was a struggle for control of Bosnia that led to World War I; the assassination in Sarajevo by a Serb nationalist of the heir to the Hapsburg throne was only the immediate pretext for the fight-

#### **Nearly 2 Million Muslims**

What gives Bosnia its unique combustibility is that, in contrast to other Yugoslav republics, which are populated mainly by Christians, it is home to nearly 2 million Muslims, who make up about 45 per cent of the population.

To complicate matters, the Bosnian Muslims are actually ethnic Slavs who accepted Islam five centuries ago to retain their privileged positions in the Ottoman Empire. They always have held political center stage in Yugoslavia, accept-

#### "The Communists kept ignorant people in power.

There is a need to have educated people in

public life. Enough of those morons!"

ing an uneasy accommodation with whatever strong government was

At the same time, Bosnia's Christian majority is deeply divided between the feuding Orthodox Serbs, who make up 34 per cent of the republic's population, and the Roman Catholic Croats, who account for 17 per cent. The Serb-Croat feud is at the heart of Yugoslavia's civil war. The Serbs in Bosnia also say that they do not one of the founders of the nationalwant to be a minority in an Islamic

Ironically, the Muslims prospered most under the late Communist strongman, Marshal Tito, who eligions, cultures, and political in- gave them a status equal to the

Jusuf Mulić, rector of the U. of Sarajevo; "We don't like it," he says of the political activity, "but what's to be done? They are citizens."

Serbs' and Croats' by proclaiming also a mathematician, the universi-Bosnia's Muslims a nation. Tito's ty is crippled. objective was clear: With Bosnia situated between Serbia and Cro- University of Sarajevo since 1969, atia, which has always had its eye said the turmoil had produced an on Bosnian territory, he wanted to exodus of talented students and strengthen the Muslims' stabilizing young graduates, who went to

The leaders in the current debate on the future political shape of Bosnia are all professors at the University of Sarajevo. The Muslims—lcd by Ejup Ganic, an engineering pro- and medicine," he said. fessor and former Fulbright scholar, and Nihad Hasic, a physicist the creation of a secular state on Fulbright scholar—insist on a con- Serbs. federation based on ethnic groups. The Croats take the middle ground

#### A Rarity Among Academics

"The two concepts are not mutually exclusive," said Branko Huterer, a professor of music and ist Croatian Democratic Union. Mr. Huterer was a rarity among academics—he never was involved in politics and never joined the Communist Party, even though membership was virtually mandatory if one was to get any sort of promotion at the university. But he said he had felt a "moral obligation" to become politically active last year-even though he has since abandoned all work for his party.

"The Communists have for so many years kept ignorant people in ower." said Naza Tanovic-Miller, a mathematics professor and a Muslim, who earned her doctorate at the Illinois Institute of Technology. "There is a need to have educated people in public life. Enough of those morons!'

#### University Is Crippled

But Ms. Tanovic-Miller said she had refused an offer to become Minister of Culture in a sectarian cabinet. "Nothing will be done here before a political solution is found," she said.

In the meantime, said her American husband, Harry Miller, who is

Mr. Miller, who has taught at the North America, Western Europe, and Australia.

"We have lost a few hundred of the best people in the fundamental sciences, electrical engineering,

The University of Sarajevo was established in 1949. Today it has 24 turned culture minister—argue for schools and faculties with a staff of 1,800 and more than 26,000 stuthe European model. The Serbs- dents. Until recently, it was run led by Radovan Karadzic, a psy- along sectarian lines with all imporchiatrist, and Nikola Koljevic, a tant administrative positions rotat-Shakespeare expert and former ing among Croats, Muslims, and

> In contrast to the political activism of faculty members, most students here have refrained from joining the nationalist parties. Typical is Aleksandra Maharemovic. a Serb from Croatia, who said she resented any type of nationalist flagration.

agitation on the campus. Until the outbreak of Yugoslavia's civil war last summer, a plurality of the students-37.6 per cent-identified themselves first as Yugoslavs, while 25.5 per cent regarded themselves first as Muslims, 20.4 per cent as Serbs, and 10.7 per cent as

The figures come from surveys conducted by the government and released in December.

#### Soaring Unemployment

Operations at the University of Sarajevo thus far have been virtually uninterrupted by the fighting in the country. The universities in Belgrade and Zugreb, in contrast, have experienced some disruptions and also have seen many of their students called up for service in the Serbian-backed national army or by Croatian militius.

But Mr. Mulić, the rector here. said the collapse of Yugoslavia's economy, which has created soaling numbers of unemployed whitecollar workers in Bosnia, had eaten away at the university's treasury. "We are barely surviving," he

Intellectuals share in the frustrations felt throughout society, which has witnessed a dramatic decline in the standard of living. A professor who made the equivalent of \$1,000 a month one year ago has seen his salary reduced to the equivalent of \$80 a month today. Government subsidies to the university have been reduced drastically. A recent and unexpected 450-per-cent increase in the price of natural gas has left the university of without funds to pay for other serv-

The U.N.'s peace-keeping troops may be the best hope that Yugoslavia's quarreling ethnic minorities can be kept from destroying each other and brought to some peaceful agreement. While the 14,000 peace keepers are to be deployed in neighboring war-torn Croatia, the U.N. headquarters has been set up in Sarajevo in an effort to prevent the factions in Bosnia from starting a major con-

# Czechoslovakia, Hungary, and Poland Agree on Plan to Integrate Universities

By BURTON BOLLAG

Education ministers of Czechoslovakia, Hungary, and isolation.

outlines of the projects after anticipated approval of the remeeting last month in eastern Czechoslovakia, according to Zdeněk Deyl, the head of international relations at the Education Ministry of the Czech Re-

Discussions among the three countries on higher-education

issues have been going on for

more than a year. PRAGUE

ects to increase the integration of their universities and redecades of Communist-imposed

He described efforts of the three countries to Westernize and integrate their higher-education systems as a "painful restructuring."

The projects are to be submit-

ted to the European Community Poland have agreed on six proj- for possible financing under its program of assistance to Eastern Europe. Mr. Deyl said a desearch institutions after four cision on the application for more than \$10-million in assistance for this year alone was ex-The ministers agreed on the pected soon. He added that he "quite a bit of controversy" at a quest and hoped that work on the projects could begin as early as next month.

> Among the planned projects: A Bratislava-based office to work out mutual recognition of university credits and degrees among the countries.

■ A large Prague-based project to make science education more responsive to the needs of the region's economies, especially in science and technology.



# China Plans Measures to Encourage Its Best and Brightest to Come Home

By NICK DRIVER

Acknowledging that their country has failed to stem a massive brain drain, education authorities in China have unveiled a new series of measures designed to persuade their best and brightest to come home.

According to the official Xinhun News Agency, the Chinese Academy of Sciences plans to use financial and other incentives to lure émigré scholars and students.

Many students decided to stay abroad largely out of fear for their lives after the 1989 Tiananmen Square massacre and the repressive atmosphere that followed. Thousands of other Chinese who left the country to study or do research abroad simply prefer the working conditions in advanced Western countries and feel that their newly acquired skills and knowledge would go to waste in

To try to remedy the situation, the Chinese Academy has offered to set aside about \$500,000 a year to finance research grants, buy modern equipment, and improve

on a regular basis, the report said. The authorities are even trying Indonesian Students Go on Trial on Charges

Bali, concentrated on non-violent

activities such as disseminating in-

formation on human-rights viola-

tions and holding discussions on

political and economic problems in

East Timor. It was suspected of

The students operated clandes-

tinely until the November 12

massacre joited them into public

protest. They were subsequently

detained and interrogated by the

police-and denied access to law-

Legal Aid Foundation, a human-

rights group that is helping defend

In a country lacking an inde-

pendent judiciary, the students are

in a difficult position. The Indone-

sian Legal Aid Foundation has

However, other recent cases of al-

leged subversion in Indonesia's

Aceh province that involved facul-

ly members at several universities

ended with prison terms rather

Besides incidents in which pro-

testers were beaten or arrested, the

government has used more subtle

forms of pressure to deter dissent.

After the massacre in Dili, the gov-

ernment suddenly cut off scholar-

agreed with the integration of East

Timor, that they are not involved in

won a subversion case.

some of the students.

than the death penalty.

yers, according to the Indonesian

drawing funds from an armed rebei

### By MARGOT COHEN

JAKARTA, INDONESIA The two chief organizers of a group, which attracted members and a younger generation will be pro-independence student group from universities across Java and and three undergraduates from Indonesia's troubled province of East Timor have gone on trial here on charges of subversion and 'spreading hatred.'

The five were arrested last November following a Jakarta rally protesting a massacre in Dili, East Timor, where soldiers fired into a crowd of pro-independence demonstrators and killed at least 50 people, Indonesia annexed East Timor, a former Portuguese colony, in 1976, but its sovereignty has not been recognized by the United Nations. Several soldiers are to be court-martialed for their part in the Dili shootings.

The trials of the students, which are expected to last about three months, are seen as part of a broad government effort to squelch student protest.

Two defendants charged with subversion face the death penalty: Fernando De Araujo, a literature student at Udayana University in Bali, and Joao Freitas Da Camara, who dropped out of the law program at Atma Jaya Catholic University in Jakarta after the government withdrew his scholarship.

# 7-Year Maximum Sentence

For the lesser crime of "spreading hatred," a maximum sevenship payments to East Timorese year prison sentence faces Agapita university students. They were re-Cardoso of Udayana University, sumed on the condition that the Virgilio Da Silva Guterres of the students sign a statement that they National Institute of Technology in East Java, and Dominggus Bareta De Jasus Vas of the Catholic Uniany anti-integration activities, and versity in Central Java.

that they apologize for any such ac-Mr. De Araujo and Mr. Da Camara founded a pro-independence tivities in the past, student group in 1988, the National dents reportedly have refused to Student Resistance Movement of sign the statement

working conditions in the country, the Xinhua report said.

Leaders of the science academy and other top education officials have been grappling with the braindrain problem for years. The new package is the first to offer financial incentives to émigrés to return. Other promised incentives include a pledge to put more trust in

"By the beginning of the next century, a majority

of current leading

researchers will retire and a younger generation will be needed."

intellectuals and not keep them chained to their jobs at research institutes. "The policies guarantee greater freedom to travel abroad after they have returned" and, while based in China, they will be allowed to visit foreign countries

als due to retire this decade. of Subversion and 'Spreading Hatred' East Timor, known as RENETIL, for

to woo Chinese students and scholars who are not thinking of returning immediately to help in other ways with China's modernization drive. Calling on their sense of patriotism, the new policy urges intellectuals studying abroad to continue to serve China by returning to siums, provide materials, or participate in research programs.

## Critical Lack of Researchers

In the first statistical confirmation of the seriousness of the brain drain, officials acknowledged that only 25 per cent of the scholars sent abroad by the Chinese Academy of Sciences since China opened her doors in the late 1970's had returned. The academy disclosed last week that over the past 14 years only 3,700 of the more than 15,000 students and scholars it had sent abroad to study had returned to work in China.

The consequence of this exodus, according to the deputy director of the academy's education bureau, Shi Tingjun, is a critical lack of qualified researchers and professors, especially in the sciences. Chinese officials are increasingly worried by signs that the best and brightest of the country's younger generation are voting with their feet and refusing to replace the core of Soviet-trained profession-

The academy "is facing a serious transition in generations," Mr. Shi said, adding: "By the beginning of the next century, a majority of curits initials in Portuguese. The rent leading researchers will retire needed to assume their posts."

The American Association of

Doing More With Less: The

Challenge of Constraints

Added Attractions: Just down the

street from the Hilton is the newly

renovated Tower Place - a shopping

estaurants, Sake Fifth Avenue and

across the Ohio River at Covington

extravaganza of over sixty-five stores and

Convention Place Mali are also nearby.

seautiful waterfront dining is offered just

Landing. The Cincinnati Art Museum, Krohn

Conservatory, Bicentennial Commons, and

University Administrators

AAUA's 22nd Year

Assembly XXI:

June 12-15, 1992

Cincinnati, Ohio

from the hotel.

For Hotel Reservations:

The Terrace Hilton

(202) 994-6503

2121 Eye Street; NW

Washington, DC 20052.

For Conference and Complete Program Information:

AAUA, General Secretary's Office

(513) 381-4000

The Terrace Hilton

# Australian Students Clash With Police in Protest Over Financial-Aid Shift

By GEOFFREY MASLEN

MELBOURNE A protest march by Australian give lectures, conduct sympo- university students angry about the federal government's plans to change its financial-aid policies turned into a violent confrontation with the police in Melbourne.

Thousands of students stormed the State of Victoria's Parliament building here after breaking through police lines. They rammed locked doors to try to force their way into the building and fought with police officers who attempted to stop them. Windows in the office of the state's Premier, Joan Kirner, were smashed, and she had to be escorted from the building by armed police. At least 22 police officers were injured in the melée. which observers here said was the worst student violence against the police ever seen in Australia.

The march through downtown Melbourne was part of a week-long national campaign organized by students to show their opposition to the government's plan to shift the bulk of student-aid funds from grants to loans. The march, howeyer, became a battle. At the height of the riot, the police were forced to release four students they had arrested after the van in which the prisoners were being held was sur-

rounded by an angry mob. The National Union of Students had called for protest rallies across the country as part of its campaign recommendations are due the against a proposal that would re-

**CONFERENCES** 

rapidly changing world.

shifts in higher education.

President, Bennett College

of TQM for colleges and universities.

LESS: THE CHALLENGE OF CONSTRAINTS."

Patricia Hollander, AAUA General Counsel,

place the current system of stude grants with government-back loans. The leaders of the student union condemned the violence said it had not been planned.

Under the existing students program, called "Austudy," government spends \$1-billing (U.S.) a year providing need-base allowances to eligible students.

## Interest-Free Loans Proposed

But the government, seeking t increase the program's effective ness, called on Bruce Chapman, professor of economics at Austr lian National University, to evals ate the Austudy program and reommend ways to improve it.

In a draft report, Mr. Chapma: said Austudy appeared to have played little part in encoungs students to go on to higher educ tion. He proposed that the government replace the grants systes with a loan program. Students wh qualified for an allowance wouldk able to take out an interest-free, it come-contingent loan for a large amount, giving them increased in nancial flexibility.

Angry students on campuse across the country rejected the proposals and called on the govern ment to increase the current allow ance levels, which they claimed placed most students below the poverty line.

Mr. Chapman's final report at

EDUCATION FOR PUBLIC RESPONSIBILITY IN A TIME OF FISCAL CONSTRAINT.

Frances Moore Lappe and Paul Du Bols, founders of the institute for

the Arts of Democracy, will discuss the obligation colleges and

universities have to empower students for leadership roles in a

consultant and academic administrator, will discuss the relevance

BUDGET MANAGEMENT/ENROLLMENT MANAGEMENT . Kent Chabator, VP

for Finance, Bowdoin College and member of the Harvard IEM Tear

Retention, will apeak about financial management and enrollment

FISCAL CONSTRAINTS: A PRESIDENT'S PERSPECTIVE . Gloria Randle Scott.

EXEMPLARY ADMINISTRATIVE LEADERSHIP AWARDS . Recipients will

present their winning programs on the theme: "DOING MORE WITH

WORKSHOPS . INTER- AND INTRA-INSTITUTIONAL COOPERATION: .

Malamuth, President of Governors State University, LEGAL ISSUES:

source of financial saving will be discussed by Leo Goodman-

aspects of downsizing, retrenchment and political correctness.

at the University of North Carolina, will discuss a Student Bill of

STUDENT RIGHTS: William Bryan, Vice-Chancellor of Student Affairs

Rights. ENROLLMENT MANAGEMENT: A HANDS-ON APPROACH by

James Carr, VP of Harding University. STRATEGIC PLANNING IN THE

1990's: a presentation by Virginio Piucci, VP for Administration and

PRECONFERENCE WORKSHOP (optional with fee): UNDERSTANDING THE

BUDGET PROCESS: A SHORT COURSE FOR EVERYONE BUT FISCAL

CREDENTIALS REVIEW (optional by appointment, with fee): individual

consultations with representatives of leading national search firms.

A seminar and a seminar was a seminar and a seminar and

OFFICERS: James McGovern, Associate VP for Medical Affairs, Case

Planning, and others from Governors State University.

TOTAL QUALITY MANAGEMENT • Steven Hunt, partner and TOM

specialist with Arthur Andersen, and Robert Cornesky, TOM

and Randi Levitz, Executive VP, National Center for Student

# Walle Dropping

AST WEEK H. Ross Perot, the Texas billionaire who is considering an independent bid for the Presidency. named as his "interim" running mate James Bond Stockdale, retired vice-admiral, former president of the Citadel, and now a senior research fellow at the Hoover Institution at Stanford University.

Before that appointment, The Boston Globe reported that an aide of Mr. Perot had asked John R. Silber. president of Boston University, if he would consider serving as Mr. Perot's running mate. Mr. Silber is a former chairman of philosophy and a former dean of the college of arts and sciences at the University of Texas at Austin.

After the story appeared in the Globe, Mr. Perot and Mr. Silber both issued statements. Mr. Perot's said that neither he nor his uides had contacted Mr. Silber. Mr. Silber's said that he had been called by someone claiming to work for Mr. Perot but that "If Ross Perot wanted me as his running mate, he would call me directly." Mr. Silber said he had told the caller that he would not abandon his own party to run as an independent.

Mr. Silber was the unsuccessful Democratic candidate in the 1990 Massachusetts gubernatorial race.

William H. Smith, professional staff member for the Subcommittee on Defense Industry and Technology of the U.S. Senate Armed Services Committee, has quit that post to join the Washington office of the Georgia Institute of Technology. Mr. Smith was responsible for university-research issues on the subcommittee. A spokesman for Georgia Tech says that the institution already has a contract with a lobbyist and that Mr. Smith will not be lobbying. "He will be working closely with the governmental agencies in an effort to develop programs that will serve the nation's interests as well as capitalize on the strengths of our faculty," the spokesman says.

Last week's Gazette section of this paper reported that Shella E. Megley had been named president of Salve Regina University. Not so. Sister Sheila has been named president of Regis College in Massachusetts. Lucille McKillop, president of Salve Regina College since 1973, remains in office.

Sister Sheila brings a broad assortment of qualifications to her new position: Her bachelor's degree is in mathematics; she has master's degrees in theology. English literature, and financial management; her Ph.D. is in English literature; and she qualified as a CPA by passing the certification exam last year.

After the burst of activity accompanying the release of the names of the 145 candidates for the presidency of the University of Wisconsin System (Name Dropping, March 18), few were surprised when the choice was announced last week: Katharine C. Lyall, acting president of the system since Kenneth A. Shaw resigned last August. Ms. Lyall also served as acting president from June 1985 to February 1986 after the resignation of Robert M. O'Nell.

The appointment cuts the lists of finalists for the presidency of the College of William and Mary to four. Ms. Lyall had been the fifth.

Barbara Bush will visit a number of campuses this commencement season. The First Lady is scheduled to deliver addresses at Pepperdine University on April 16, Marquette University on May 17, and Louisiana State University on May 21. She will also take part in an honors convocation at Central State University on May 12.

# Gazette

APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENTS

Lee E. Meadows W. K. Kellogg





Reed College



**David DeBlois** St. Clair County Community College

William J. Farrell University System of New Hampshire

New college and university chief executives: College of Aeronautics, Richard B. Goetze, Jr.: Culver-Stockton College, Edwin B. Strong, Jr.; Allan Hancock Community College, Ann F. Stephenson; Laramie County Community College, Charles H. Bohlen; Limestone College, Walt Griffin; Maryville University (Mo.), Keith H. Lovin; Regis College (Mass.), Sheila E. Megley; University of Wisconsin System, Katharine C. Lyall; University System of New Hampshire, William J. Farrell; Youngstown State University, Leslie H. Cochran.

 Other new chief executives: Association of College Unions—International, Scott T. Rickard; Music Library Association, Richard Griscom.

#### Appointments, Resignations

Shella E. Megley

Regis College

Bob Beardemphi, vice-president for instruc-tion and student services at Everett Com-munity College, has announced his ratirement, effective July 1.
William Borry, assistant to the president for

William Berry, assistant to the president for minority-student services at Rockland Community College, to executive assistant to the president.

Charles H. Bohlan, dean of the Community and Technical College of U. of Toledo, to president of Laramie County Community College, effective July 1.

John H. Brooks, Jr., former chairman of theater at Loyola U. (III.), to chair of theater arts at Northern Illinois U., effective July 1.

Carl H. Caldwell, dean of academic affairs at Bridgewater College, to vice-president and dean of Franklin College (Ind.).

A. Dates, former director of corner

foundation, and government support a Hobart and William Smith Colleges, to director of corporate and foundation rela-

Ulrector of corporate and foundation rela-tions at Butler U.

David DaBiols, associate director of finan-cial aid at Community College of Rhode Island, to director of financial aid at St.

Clair County Community College.

William J. Famell, president of Plymouth

State College in Chancellor of 1) System State College, to chancellor of U. System of New Hampshire, effective July 1.

Sister Margaret Fitzpatrick, assistant to the president at St. John's U. (N.Y.), to senior vice-president for the Queens cami-

pus.
Hency Giroux, professor of educational leadership at Miami U. (Ohio), to professor of secondary education at Pennsylvania 
State U. State U.
Richard B. Goetze, Jr., former professor at
Naval War College, to president of College of Aeronautics. Joseph Griffin, former director of institu-tional advancement at Fox Chase Cancer Center, to senior advancement officer at

Albright College.

Walt Griffin, associate dean and director of the Cincinnati Center for the College of Undergraduate Studies at Union Institute (Ohio), to president of Limestone Col-

loge, effective July 1.

Elizabeth Gruner, former director of development and alumni affairs for the gradustes school of business at U. of Pittsburgh, to director of development at Reed Colrege. I**net Kroveza, f**ormer associate director of

Janet Kroveza, former associate director of development at Stanford U., to director of development for the college of engindering at U. of California at Davis.

Kath H. Lovin, provost and vice-president for academic and student affairs at U. of Southern Colorado, to president of Mary-

Wisconsin System, to president and for-mer executive vice-president of U. of Wisconsin System, to president. Cantinued on Following Page



#### Continued From Preceding Page William W. Moyri, interim assistant chancel-tor for student affairs at U. of Wisconsin it Milwaukee, to assistant chancellor Shalla M. Maglay, executive vice-president and provost at Salve Regina U., to presi dent of Regis Coffege (Mass.), effective August 1. (This corrects an item published in the April 1 issue of The Chroni

(le.)

Elaine Padilla, executive assistant to the president al Rockland Community College, to vice-president for instructional

and community services.

Don L. Park, assucrate executive director at Signa Delta Chi Inc., to vice-president for university advancement at Ball State

Albert Raboteau, professor of religion at Princeton U., to dean of the graduate udith S. Rodin, dean of the Graduate School of Arts and Science at Yale U., to

provost.

Edna Sexton, chairman of nursing at Hartwick College, has announced her re-tirement, effective in June.

Pam Sherman, director of news services at Quincy College (ill.), to director of public

relations.

Joel H. Silbey, professor of history at Cornell U., to director of the university's Cornell-in-Washington Program.

Joy R. Solomon, Ir., director of public relations and murketing at Philadelphia College of Textiles and Science, to director of murketing at St. Clair Community College.

lege. Martha J. Silver, auditor at Pardue U., to director of andits.

Ann F. Stephenson, vice-president and assistant superintendent at Cabrillo Col-lege, to president of Allan Hancock Com-

tor at Virginia Military Institute, to direc-

for all Virginia arintary annuals, to another for of public relations.

Edwin B. Strong, Jr., associate professor of political science at U. of Tulsa, to president of Culver-Stockton College. Deborah S. Vick, associate dean for devel-

opment and alumni affairs in the school of law at College of William and Mary, to director of corporate and foundation rela-Malecim W. Woodall, director of corporate

aneous w. woods, orector of corporate and foundation relations and director of development for the school of computer sciences at Camegie Melfon U., to vice-president for development at Point Park

College.

Raymond A. Yannuzzi, former acting vicepresident for academic affairs at New
Community College of Baltimore, to dean
of instructional support services at Delaware County Community College.

## IN THE ASSOCIATIONS

Lawrance N. Gold, president and founder of Public Policy Advocates (Washington) to director of the Colleges and Universities Department at American Federation of Teacher.

of Teachers.

Richard Griscom, head of the music library at U. of Louisville, to executive secretary of Music Library Association.

Scott T. Rickard, former associate dean of arts and sciences at U. of Maryland-Baltimore County to executive director of timore County, to executive director of Association of College Unions-Interna-

Jane Wellman, deputy director of California Postsecondary Education Commission. to vice-president for sovernment rela-tions at National Association of Inde-pendent Colleges and Universities.

#### MISCELLANY .

Lee E. Meadews, consultant in Detroit, to manager of organizational learning at W. K. Kelloag Foundation.

Allen Norta, Jr., president of Louisburg College, to treasurer and business administrator at North Carollina Conference of the United Methodist Church (Raiolgh, N.C.).

#### Deaths

Wilfred Cartey, 60, professor of black stud-les at City College of City U. of New York, March 28 in New York,

cal engineering at U. of Maryland at College Park. March 24 in Washington.

Peter Sammertine, 87, founder and president Sammertine, 87, founder Sammer deat emeritus of Fairleigh Dickinson U., March 29 in Rutherford, N.J. Colleen S. Smiley-Owendoff, 40, assistant

professor of psychology at U.S. Naval Academy, March 22 in Hethesda, Md. Russell T. Smith, 87. former head of School of Museum of Fine Arts (Boston) and former chairman of fine arts at U. of North Carolina at Chupel Hill, March 14 in Tucson. Ariz.

in Tueson, Ariz.

Gray H. Twombly, 86, former professor of synecology at New York U., March 24 in Hartford, Conn.

Inactional Conn.

James E. Webb, 85, former head of National Aeronautics and Space Administration.

March 27 in Washington.

Hurd C. Willatt, 89, professor emeritus of meteorology at Massachusetts Institute of Technology, March 26 in West Concord, Mass. Catherine Wolkonsky, 96, former chairma

of the Slavic department at Stute U. of New York at Albany and former profes-sor and chairman of Russian at Vassar College, March 19 in Suffern, N.Y.

#### Coming Events

symbol (n) marks items that have not appeared in previous issues of The Chronicle.

14-15: Fund raising, "Fund-Raising Forum for Presidents and Chief Development Officers," Council for Advancement and Support of Education, Washington, Contuct: CASE, (202) 328-5900.

14-16: Minorities, "A New Generation—A New Dialogue: National Conference on Black-Jewish Relations," Dillard University, New Orleans, Contact: (504) 283-8822, ext. 4709.

16-16: Academic advising, Regional conference, National Academic Advising Association, Spokane, Wash, Contact: Sid Esparza, (509) 359-2345.

15-18: Business and higher education, "Delivering Education and Training to Business and Industry," conference, College Board, Sheraton Harbor island Hotel, San Diego, Contact: Elena K. Morris, (212) 713-8101.

16-18: International studies, "The Economic Future of Centrel Forum 19-15.

Morris, (212) 713-8101.

16-18: International studies. "The Economic Future of Central Europe: Lessons and Legacies From the Past." conference. University of Minnesota, Minnespolis. Contact: (612) 624-9811.

16-18: Philosophy and payohology. Meeting, Southern Society for Philosophy and Psychology, Memphis. Contact: Richard Burns, Psychology, Georgia Southwestern College, Americus, Ga. 31709.

Good Friday

17-18; International studies. "San Diego-Tiunan Borderlands: Problems and Prospects." interdisciplinary symposium. San Diego Mesa Collego, San Diego Mesa Collego, San Diego Mesa Collego. San Diego 92111-4998; (619) 627-2495.
17-19: Minorities. World conference of African students. Lincoln University and other sponsors. Society Hill Shoraton Hotel, Philadelphia. Contact: Forerunners Institute, (800) 831-9333.

# Passover

18-19: Philosophy, "Figuring the Self," symposium, University of Iowa, Iowa City, Contact: Kate Neckerman, Project on Rhetoric of Inquiry, 700 Seashore Hall, University of Iowa, Iowa City 52241.

3424.

18-21: Geography. Annual meeting, Association of American Geographers, Sun Diego. Contact: AAG, 1710 16th Street, N.W., Washington 20009-3198.

Faster Sunday

tional conference. Energy and Environ mental Research Center and Power Re-search Institute Prague, Prague. Contact: Gerald Groenewold, (701) 777-5132. Frank Beaver, (701) 777-2869, or Michael

Jones. (701) 777-5152. 21: Philosophy. "Marxism and the Natural 21: Philosophy, "Marxism and the Natural Sciences," symposium, Boston University, Boston, Contact: Robert S. Cohen, Center for Philosophy and History of Science, Boston University, Boston 02215.

22: Technology, "Educational Technology and Interactive Strategies," videoconference, George Washington University, Contact: Braden Kuhlman, (800) 476-5001.

22-24: Research administration. "Fundamentals of Sponsored-Project Administration," training program, National Council of University Research Administrators, Washington, Contact: NCURA, Suite 220, One Dupont Circle, Washington 20036; (202) 466-3894.

ion 20036; (202) 466-1894.

23-24: Alumni. "Managing a Small Alumni Office," workshop, Council for Advancement and Support of Education, Hyatt Regency Hotel, Savannah, Ga. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

23-24: Community service. "Experience the Power: National Service Learning Conference." National Youth Leadership Council and Project Service Leadership, Everett Pacific Hotel, Everett, Wash. Contact: (206) 232-7197. or (612) 631-3672.

331-3672.

23-24: Environment, "When the Landfill Becomes a Landfull," international conference, California State Polytechnic University, Pomona, Cal. Contact: Land-Lab Conference, Californiu State Polytechnic University, 3801 West Temple Avanue, Pomona, Cal. 91768; (714) 869-4449, fax (714) 869-2292.

23-24: Higher education, Deans' seminar, Council of Colleges of Arts and Sciences, Doubletree Hotel, Albuquerque, N.M. Contact: Richard J. Hopkins, Executive Director, CCAS, Ohio Stale University, 186 University Hall, 230 North Oval Mall, Columbus, Ohio 43210-1319; (614) 292-1882.

292-1882.

23-24: Institutional advancement. "Stratesies for Effective Community Relations," workshop. Council for Advancement and Support of Education, Wyndham Harbour Island, Tampa. Fla.
Contact: CASE, Suite 400, 11 Dupont Circie, Washington 20036; (202) 328-5900.

23-25: Learning. "Year of the Renaissance: the Resurgence of Learning."
conference. Cameron University, Lawton, Okla. Contact: Jack Bowman, Year
of the Renaissance, Cameron University.

ton, Okła. Contact: Jack Bowman, Year of the Renaissance, Cameron University. 2800 West Gore Boulevard, Lawton, Okła. 73505-6377; (405) 581-2442.

23-28: Legal studies. "Beyond Our Borders: Global Themes in Legal Studies," annual invitational conference, American Bar Association's Commission on College and University Nonprofessional Legal Studies, Rye Town Hilton Hotel, Rye, N. Y. Contact: John Paul Ryan, ABA Commission on College and University Nonprofessional Legal Studies, 541 North Fairbanks Court, Chicago 60611-3314.

23-28: Multicultural Issues. "Multicultural Team Building and Strategic Planning Institute," Lenoir-Rhyne College, Orlando, Fla. Contact: Jackle Brown, (704) 328-7353 or (704) 327-2957, or (800) 869-1794.

328-7353 or (704) 327-2957, or (800) 869-1794.

28-26: Students. Annual conference, National Organization of Student Assistance Programs and Partners, Cityfront Center Sheraton Hotel, Chicago, Contact: Nosapp, Suite 106, 4760 Walnut Street, Boulder, Colo. 80301; (800) 972-4636.

28-28: Visual studies. "Visual Culture: Film, Photography, History," International conference, University of Wisconsin, Milwaukee, Contact: Kathleen Woodward, Director, Center for Twenticth Century Studies, University of Wisconsin, P.O. Box 413, Milwaukee 53201; (414) 229-4141, fax (414) 229-5964.

28-28: William Inge, "The Psychological and Social Issues in the Plays and Films of William Inge and His Contemporaries," annual William Inge Pestival and Conference. Independence Community College and other sponsors, Independence, Kan. Contact: Jill Warford, Artistic Director, William Inge Pestival XI, Independence Community College, P.O. Box 708, Independence, Kan. 67301-0708.

24: Alumni, "Case Study of a Gold Medal Alumni Relations Program," workshop, Council for Advancement and Support of Education, University of Love."

for the 90's," seminar. National Association of College and University Food Services, Fort Collins, Colo. Contact: NA-CUPS, Suite 303-304, 1405 South Harrison Munly Miles Building, Michigan State University, East Lansing, Mich.

24-25: Interdisciplinary studies. "Old Worlds in the New World," interdisciplinary conference on the encounter of Africa and Europe in the Americas, Hai-tian Institute for Cultural and Scientific Research and University of the District of Columbin. Washington. Contact: Marc A. Christophe, Department of Foreign Language. University of the District of Processing Contact of Contact of Processing Contact of Contact o

A. Christophe, Department of Foreign Languages, University of the District of Columbin, Room MB4104, 4200 Connecticut Avenue, N.W., Washington 20008.

24-25: Minorities, "Race, Class, Color, and Nationality: the African American Search for Identity," conference, Temple University, Philadelphia, Contact: Temple University, Center for African American History and Culture, Weiss Hall, Sulte B18, 13th and Cecil B. Moore Avenue, Philadelphia 19122; (215) 787-4851. 24-25: Philosophy. "Simone Weil and the Concept of a Person," meeting, American Well Society, Mount St. Mary's Col-

lege, Los Angeles, Contact: Eric ().
Springsted, Department of Philosophy
and Religion, Illinois College, Jacksonand Religion, Illinois College, Jackson-ville, Ill. 62650.

24-25: Political solonoo. Annual meeting, New York State Political Science Associ-ation, Buffalo, N.Y. Contact: Nancy E. McGlen, Department of Political Sci-ence, Niagara University, Niagara Uni-versity, N.Y. 14109; (716) 285-1212, ext. 322 or Robert Heineman. Division of So-

versity, N.Y. 14109; (716) 285-1212, ext. 322 or Robert Heineman, Division of Social Science, Alfred University, Box 545. Alfred, N.Y. 14802; (607) 871-2870. 24-25; Vlotorian studies. "England in the 1890's." annual meeting, Midwest Victorian Studies Association, South Bend, Ind. Contact: Micael Clarke, Department of English, Loyola University of Chicago, 6525 North Sheridan Road, Chicago 60626.

5 M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25		199	2		Apr	1992			
5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25		8	M	7	w	T	F	s	
26 27 28 29 30	٠	12 19	13 20	14 21	8 15 22	9 16 23	10 17	11	

24-25: Women's studies. "Reassessing the Grounds for Our Struggle: Connecting Women's Lives in Theory, Practice, and Performance," conference, Rowling Green State University, Huwling Green, Ohlo. Contact: Arlene Spoores, Women's Studies Program, Bowling Green State University, 248 Shatzal Hall, Bowling Groon, Ohio 43403: (419) 372-713, 24-25: Children and legal Issues, "The Law and Children's Mental Health," Institute, Nova University and Cleveland Clinic Foundation, Fort Lauderdale, Flu. Contact: (800) 541-6682, ext. 7572 or 7550, (305) 475-7572, or (305) 760-5798.

(305) 475-7572, or (305) 760-5798.

24-26: Philosophy. Central-division meeting, American Philosophical Association, Louisville, Ky. Contact: Hugh McCann, Philosophy Department, Texas A&M University, College Station, Tex. 77843.

25: Freshman-year experience. "Freshman-Seminar Instructor Training," workshop, University of South Carolina and other sponsors, Detroit. Contact: Preshman Year Experience Conferences, University 101, University of South Carolina, 1728 College Street, Columbia, S.C. 29208; (803) 777-6029.

29208; (803) 777-6029.
25: History. Semi-annual conference, New Bagland Historical Association. Assumption College, Worcester. Mass. Contact: Peter C. Holloran, NEHA, Pine Manor College, Chestnut Hill, Mass. 02167; (617) 731-7066.
25-26: Assessment. "Quality in Prior-Learning Assessment Programs," workshop, Council for Adult and Experiential Learning, Chicago, Contact: Diana Bamford-Rees, Suite 510, 223 West Jackson Boulevard, Chicago 60606; (312) 922-7909, fax (312) 922-1769.

Joseph City College of City U. of New York, March 28 in New York Botanical Garden and former adjunct professor of botany at Columbia 1 provo, Utah. American Association of College, N.C. College, N.C

Gaz#Gazette

ors. Disneyland Hotel, Anahela, Contact: NACAC, Suite 430, Aleush, Va. 22314; (703) 836-2222, fax (70)n Mol5.

26-28: Business officers, "Senior Fines Officers Conference," National Atto Officers Conference," National Atto Officers, Jacksonville, Fla. Conference, and University Build Officers, Jacksonville, Fla. Conference, Transcent, Suite 500. One Dupont Gr. 29-May 1: Libraries. "Knowledge-Transcent, Suite 500. One Dupont Gr. 29-May 1: Libraries. "Knowledge-Transcent, Suite 500. One Dupont Gr. 29-May 1: Libraries. "Knowledge-Transcent, Suite 500, One Dupont Gr. 29-May 1: Libraries. "Knowledge-Transcent, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900. Washington 20036; (202) 861-230.

26-28: Fund raising. "Tax Planning & Gr. the Academic Library's Role," unnual at conference, Wisconsin Association of Charitable Giving, Dearborn Ing. Lord Conference, Wisconsin Association of Academy of Sciences, Washington Gr. (414) 351-7501.

27: Admissions. College fair, National sociation of College Admission Chom. Michael Markethoff, (413) 545-0704.

28. May 1: Urban affeira. "Urban Duplities: Distant Conference C

Tact: (202) 334-2138.

27: Admissions. College fair. National sociation of College Admission Cores over. Sun Diego Center for Pefore: Arts. San Diego. Contact: NACA, Sp. 430. Alexandria, Va. 22314; (701) 82-22. fux (703) 836-8015.

27: Student-success course, Geometric Contact: Naca, Sp. 1681.

28- May 1: Urban affairs. "Urban Dualities: Association, Cleveling, Urban Affairs Association, Cleveling, Urban Affairs, "Urban Dualities: Association, Cleveling, Urban Affairs, "Urban Affairs, "Urban Dualities: Association, Cleveling, Urban Affairs, "Urban Affairs, "Urban Affairs, "Urban Affairs, "Urban Affairs, "Urban Affairs, Association, Cleveling, Urban Affairs, "Urban Affairs,

(605) 343-7553.

27-28: Fund raising. "Funding and Maging Your Institutionally Related Road tion," workshop, Council for Advice ment and Support of Education 3. Francisco, Contact: CASE, Suite 401

Dunnont Circle Washington 20036 in Health System and Neumann College, Asion, Pa. Contact: (215) 558-5529.

U732.

27-29: Fund rateing. "Effective Person Communication in Major Donor Sociation." workshop, Council for Advanance and Support of Education, We ington. Contact: CASE, Suite 400, III point Circle, Wushington 20036; (202): 39100.

27-29: Student loons. "Student loons and Simulation Conference. 348 Benedum Engineering Hall, University of Pittsburgh, P

27-29: Student loans. "Student-Loan lip 80-May 2: Internation ngement und Collections," workste ngement und Collections," workste National Association of College and la versity Business Officers and National Association of Student Financial Add ministrators, Orlando, Fia, Contacts, Cuno, Professional Development Devement, Suite 500, One Dupont Carl Washington 20036; (202) 861-320, 27-30; instrumentation, International a strumentation symposium, Instingentation.

Strumentation symposium Instrumentation symposium Instrumentation symposium Instrumentation Society of America, Riviera Hotel, Investigy of Tulsa, 600 South College Account Tulsa, Okla, 74104-3189; (918) 631-282 fax (918) 631-2033.

27-May 1: Materials research Assometing, Materials Research Societ San Francisco Marriott Hotel, San Rocisco. Contact: Mas, 9800 McKeit Rond, Pittsburgh 15237. cations Support for the Capital Capular, Workshop, Council for Advancement and Support of Education, Bal Bay Hilton Hotel, Boston, Could-Cass, Sulfe 400, 11 Dupon Circle, Wallington, 20024, (202), 202 (202).

ington 20036; (202) 328-5900. 28: Student-success courses. Ozeda sominar on student-success course, Od-lege Survival inc., Los Angeles Course, CSI, 2650 Jackson Boulevard, Rapid On: S. D. 57702-3474; (800) 528-8323, fax(#) 343-7553.

343-7553.

28-29: Communications. "Interactive Network '92 Conference: Fulfilling the last active Promise," 4th Media Journal, by tercontinental Hotel, Chicago, Connot, Allen Weiner, (602) 990-1101, oxt. 14.

28-29: Marketing. "Marketing Clinic Region Increase Adult-Student Enrolland, College Board, Omni Georgetown Hotel Washington, Contact: Elena K. Month, Conference Director, Office of Adult-Learning Services, College Board, 45(9) lumbus Avenue, New York 10023; (12) 713-8101.

28-May 21 Theater. "Latin American Text."

28-May 2: Theater, "Latin American Th ater Today: History, Gender, Cente, Performance, "research conference, Nailes at Endowment for the Humanities University of Kansas, Lawrence, Ka.
Contact: George Woodyard, 108 Lipshcott Hall, University of Kansas, Lawrence, Kan. 66045; fax (913) 864-455;
B-May 3: International studies. "PostCold War Challenges for the Third

Cold War Challenges for the Thir World," snauel conference, Third World Conference Foundation, Kingston, Immalca. Contact: Tworp, Box 53650, Chies ao 60653-0110; (312) 241-6688.

29: Fund reising. "The Nuts and Bolist Fund Raising," videoconference. Fund Fund Raising," videoconference. Fund Fund Raising, "Educational Technology, "Educational Technology and Interactive Strategies," videoconference, George Washington University Contact: Braden Kuhiman, (800) (1) 5001.

29-30: Admissions. College fair, National Association of College Admission College Selora, Pasadena Center, Pasadena, Cal Contact: NACAC, Suite 430, Alexandria Va. 22314; (703) 836-2222, fax (703) 836-8015. 29-May 1: Student recruitment. "Recruitment and Admission of Graduate Statements," appual conference, National Association of Graduate Admissions Professionals, Sheraton Society Hill Hotel.

Dupont Circle. Washington 2005; a lege. Aston, Pa. Contact: (215) 558-5529. 30-May 1: Modeling and almulation. Annu-Win—Federal Grants." Seminar, Que Publicutions. Inc., Holiday lan-Garg town. Wushington. Confact: (800) \$1

Output

The description of the confact of the co

Boundaries: Issues of Migration and Cul-tural Pluralism." annual meeting, Society for the Advancement of Scandinevian Studies, Radisson Hotel Metrodome. Minneapolis, Contact: Michael F. Met-calf. Director, Institute of International Studies. University of Minnesota, 214 Social Sciences, 267 19th Avenue South, apolis 55455; (612) 624-9007, fax (612) 626-2244.

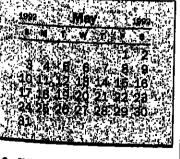
30-May 3: Law and semiotics. "Flux, Complexity, and Illusions in Law," annual round lable on law and semiotics, Pennround table on law and semiotics, Pennsylvania State University, Inn at Reading, Pa. Contact: Roberta Kevelson, Director, Center for Semiotic Research in Law, Government, and Economics, Pennsylvania State University, Berks Campus, Reading, Pa. 19610-6009; (215) 320-4800, fax (215) 320-4857.

L. Business officers. "OMB A-133." work-shop. National Association of College and University Business Officers, Oriando, Fla. Contact: NACUBO, Profe Development Department, Suite 500, One Dupont Circle, Washington 20036;

(202) 861-2520. (202) 861-2520.

2: Disabilities. "Disability Prevention." conference, Tri-University Consortium on Disability Policy, Brandeis University. Waltham, Mass. Contact: David Pfelffer, Department of Public Management, Suffolk University, Boston 02108-2770; (617) 573-8316.

1-2: Admissions. College fair, National Association of College Admission Counselors, International Exposition Center, Cleveland, Contact: NACAC, Suite 430, Alexandria, Va. 22314; (703) 836-2222, fax (703) 836-8015.



1-2: Children. "Games Children Play," conference, Hofatra University, Hempstead, N.Y. Contact: Hofatra Caltural Center, Hofatra University, Hempstead, N.Y. 11550-1090; (516) 463-5669.

1-3: Health. "Medicine and its Stories," conference, Society for Health and Human Values, Tampa, Fla. Contact: Richard M. Ratzan. 17 Concord Street, West Hartford, Conn. 06119.

1-3: International Issues. "North American Pan African Conference." Pan African Movement, U.S.A., Savannah, Ga. Contact: Ja A. Jahannes, Box 20059, Savannah State College, Savannah, Ga. 31404; (912) 336-2208.

Continued on Following Page

CONFERENCES, WORKSHOPS

# The legend 100 years after the crime:

A conference on the Lizzie Borden case Bristol Community College, August 3-5, 1992

This academic conference will explore the important scholarly issues kept alive by this 100-year old murder case. Scholars in many disciplines touched by the mystery created on August 4, 1892, will examine new and old material surrounding the case.

For a brochure listing academic presentations, community sponsored events and visitor information - Call:

Jules Ryckebusch - (508) 678-2811, ext. 282, 131 or 431.

# **GREAT TEACHERS SEMINARS**

EXPERIENCE IT!!

National - held at Lake Geneva, Wi May 31-June 5

Contact Pamela Lowrie (708) 858-2800, ext. 2057 Canada - heid at Alberta, Canada Contact Karen Carlson (403) 441-4872

Missouri - held at YMCA of the Ozarks July 12-17 Contact James Kellerman (314) 634-8787

Master Teachers - held at Greenfield, Mass. July 12-17 Contact Toby Sutton (413) 774-3131, ext. 325

Hawaii - held at Volcanic Nat'l Park, Hawaii Contact Larry Fulinaka (808) 455-0374

California - held at Santa Barbara, CA August 2-7 Contact Cindra Smith (918) 444-8641

For College Admissions Personnel and High School Guidance Counselors THE HARVARD SUMMER INSTITUTE ON COLLEGE ADMISSIONS

presented by HARVARD UNIVERSITY and THE COLLEGE BOARD

June 28 - July 3, 1992

in its 32nd year, the Program will address: The Search for Appropriate Admissions Practices
 Managing Enrollments in Light of Increasing Costs
 improving the Quality of Schooling in America
 Professional Growth and Personal Development

A national faculty of outstanding leaders in the field of education and admis with participants in reviewing the transfer of information, recommendations, legal issues score interpretation, use of staff resources, and services in communication technology paying for college, and other areas of concern to guidance and admissions personnel To receive your brochure / application for the \$850, 5-day program and information on Harvard Graduate Credits, contact Registrar J.R. Smith, 4 Clematis Road, Lexington, MA 02173, 617-494-9498.

# **ANNAPOLIS INSTITUTE**

Alumni Volunteers in Admissions

June 21-24, 1992 • Annapolis, MD July 19-23, 1992 • Cincinnati, OH

For Further Information and Registration Material Contact:



David R. Gibson, Institute Director P.O. Box 1483 Annapolis, MD 21404-1483 (410) 266-6993

# Teachers College Columbia University, **New York City**

**Building Learner-Centered Schools** May 15 - 16 Teaching English To Speakers of Other Languages

Various topics on selected weekends in May and June

Summer Institute in Management Systems May 23 & 30, June 6, 13, 20, 27

Computing and Education: Selected Topics May 29 - July 25

Summer Workshops for Private School Educators June 22 - July 28

Teaching Institute: Reshaping Schools as Caring Communities June 28 - July 3

Parent Involvement in Schooling of Bilingual-Bicultural Student Populations June 29 - 30

Interdisciplinary Curriculum: Design & Implementation July 8 - 10

**Education of Gifted Students: Selected Topics** 

<u> [uly 13 - 21</u> 

For Brochures: Continuing Professional Education, Box 132 Feachers College Columbia University, New York, New York 10027 Tel: 212-678-3987 Fax: 212-678-4048

Software Management Conference: Defining the Gray Zones in Copyright Law

May 17 & 18, 1992

Portland, Qregon

Representatives from industry and education will address pressing issues in copyright including;

· network and site licensing,

 panel debate - users and developers, implementing solutions,

· scanning, copyright and the law, · forum on the most commonly asked questions with Ken Wasch, Executive Director of the SPA.

Who should attend? Everyone managing, developing, or



University of Oregon

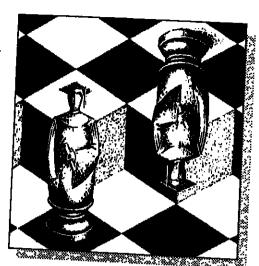
call 503-346-3537 for a conference brochure

# THE 1992 ONFERENCE ON

McCormick Center • Chicago, Illinois • November 1-4, 1992

THE 1992 Conference on Student Success Courses will be unusual in its focus on practical ideas and techniques which can be applied immediately in the "multicultural," "nontraditional," and "heterogeneous" environment of the 1990's. It will showcase exemplary freshman seminars, extended orientation programs, and other formal courses designed to facilitate student transitions to higher education.

John Gardner, Dr. Francine McNairy, Dr. Sharon Thomas, and Dave Ellis will be featured speakers, along with student success course experts and practitioners from public and private universities and colleges, business and technical career schools, and community and junior colleges.



To register, or for more information, call or write:

College Survival, Inc. 2650 Jackson Blvd. Rapid City, SD 57702-3474 TOLL-FREE 1-800-528-8323 FAX (605) 343-7553

# "Retention of Hispanic College Students: Responses to a Nation at Risk"

Conducted by the HISPANIC ASSOCIATION OF COLLEGES AND UNIVERSITIES (HACU)

Thursday, April 30 - Friday, May 1, 1992 Denver, Colorado

Topics include campus climate; role of faculty in retention; curricular innovations; early outreach models; and evaluating retention programs

Call HACU Conference Registration Desk before Apr. 23 to register or for more details:

(512) 692-3805

Conference made possible in part through the generous support of the Taco Bell Corporation

MCU

4204 Gardendale, Suite 216 San Antonio, Texas 78229

# CALL FOR PROGRAM PROPOSALS



**Annual Conference** Williams Midwest-Central Region **Academic Affairs** Administrators (AcAfAd)

Campus Inn, Ann Arbor, Michigan October 15, 16, & 17, 1992

Please submit proposals addressing conference theme:

"The Academy and Community: Implementing the Commitment"

Programs run concurrently allowing 45 minutes for presentation and 15 minutes for questions. Formats are presentation/discussion, panel, or informal

Program proposal submission deadline is May 18, 1992. Request proposal submission form or information from:

Dr. Jerry D. Burnam, Associate Dean College of Applied Life Studies, University of Illinois 1206 South Fourth Street

Champaign, IL 61820 Phone: (217) 333-2131 or FAX: (217) 333-0404

# Call for Case Studies

Institute for Nonprofit Organization Management University of San Francisco

The Institute is seeking case studies to be publis Nonprofit Management Case Study Collection, a national resource for the teaching of nonprofit organization management. Possible subjects include, but are not limited to: governance, management of human resources, resource development, financial management, strategy and management of change, organizational effectiveness, and ethics.

Cases will be reviewed by a panel of experts and monetary prizes awarded for the best cases of the year.

For further information, please contact Ken Koziol, Curriculum and Publications Managor, Institute for Nonprofit Organization Managoment, 4306 Geary Blvd., Suite 201, San Francisco, CA 94118-3004 (415) 750-5180.

# **Everything You Want to Know About College Guides**

A half-day workshop for presidents, admissions officers, and public relations directors.

Speakers Include:

Edward Fiske, editor, "The Fiske Guide to Colleges" Jarsey Glibert, editor, tables and rankings, Money magazine's "Money Gulde: America's Best College Buys"

Robert Morse, director of research and data analysis, U.S. News & World Report's "America's Best Colleges"

June 17, 1992 • Harrisburg, PA

PENN<u>STATE</u> Harrisburg For information, contact: Annette Cremo Penn State Harrisburg (800) 346-0319

# **Coming Events**

Continued From Preceding Page

1-3: Aging. "Conscious Aging: a Cin-8: Ethica and Solitium Journey." Conferming The Social Mark Conferming Technology. Conferming Hole at Madison Square Get ester, N.Y. Contact: Patrick F. Sullivan, 8624 Melanda Spiritum Journey." Conferming Sethica and acotal work. "Ethica Issues omada Hoilel at Madison Square Get ester, N.Y. Contact: Wade L. Robison, New York. Confert: Omesa las College of Liberal Arts, Rochester Institute of Technology. Rochester, N.Y. 12572; 1914) 338-639.

1-3: Teaching. Workshops on kas-19: International Programs. "Strategies writing and thinking, Bard College for Cross-Cultural Communication in the mindule-con-Hudson, N.Y. Contact: Mark John M.Y. Contact: New Information Age: Continuity. Smith, Institute for Wrilling and Rish Bard College. Annanuale-on-Rej. Change, and Innovation," annual congress, Philosophy. "Coasequentibiling ference, University of Rochester, Bay. Jamalca. Contact: Sietara, Suite ester, N.Y. Contact: David Brant) 900, 733 15th Street, N.W., Washington loxophy Department, University of 20005; (2021 737-5000, fax (2021 737-5553). ester. Rochester, N.Y. Ide??

2-3: Social hatory. "The Social Get of Contract: College Admission (m. Information Systems: Leadership Roles of Contract: (412) 268-3580 or (

3-4: Admissions. College fair, National to-12: Information systems. "Compuswide sociation of College Admission Compussion Systems: Leadership Roles of S. Pontine Silverdome, Pontise, information Systems: Leadership Roles Ors. Pontine Silverdome, Pontise, information Systems: Leadership Roles of S. Pontine Silverdome, Pontise, information Systems: Conference, International, Contact: NACAC, Suite 430, Alexandrome Contact: NACAC, Suite 430, Alexa

**NSF** Institute

in Psychology

of Aging

Excellent opportunity for

top-level training with

nationally recognized

experts in up-to-date

theory, application, and

research on different

topics related to aging.

Specially designed for

faculty in 2- and 4-year

colleges, the institute aims

to strengthen participants'

disciplinary expertise and

to enhance their skills in

presenting up-to-date

material in aging to their students. The institute will

be held in Duluth July

6-17, 1992 with on-call

consultation available

during 1992-93. In

addition, participants will

attend a one-week follow-

up institute in summer

1993. While NSF pro-

vides food, lodging, and a

stipend, transportation is

the responsibility of the participants' home institu-

tion. Limited enrollment.

For application materials

Chandra M. Mehrotra, Ph.D.

please write to:

Director, NSF Institute

College of St. Scholastica Duluth, MN 55811

Institute for the

Study of Eastern Classics

St. John's College

wo semesters of graduate-lev

rudy and discourse in the class

exis and languages of India ar

James Carey, Director

Institute for the Study of

Eastern Classics

St. John's College

ınta Pe, New Mexico 87501-4599

Phone: (505) 988-4361

China. Direct inquiries to:

3-5: Distance learning. "Distance Learning: Putting the Nuts and Bolts to Wall annual conference on learning by a lite. Oklahoma State University, 5-ton Park Central Hotel and Towens, las. Contact: Julia Starr. Cond?-Arts and Sciences Extension, Oking State University, 205 Life Sciences, Stillwater, Okla. 74078-0276; (40): 5647.

3-647.
3-6: Fund releing. "Seize the Opport 19." seminar. Institute for Chris. Civing. Dallas Marriott Quorom E-Dallas. Contact: rcg. 500 North Mit. Avenue, Chicago 60611; (312) 2227 fax (312) 222-9411.

3-8: Computers. "CUMREC '92: Dir.
New Worlds With Technology," ar
meeting, College and University Car
er Users Conference, Hotel Interée
neutul, Miami. Contact: Albert Lev
Miami-Dade Community College, II
S.W. 104th Street, Miami 331%; 8
237-2208.

237-2208.

3-6: Freshmen-year experience. "Fore the First Year—a Good Start for a & Finish," international conference of first-year experience. University of toria and University of South Carl Victoria. British Columbia. Con James F. Griffith. Director, Student Ancillary Services, University of toria. P.O. Box 3025, Victoria, B. Columbia V8W 3P2; (604) 721-802. (604) 721-8757.

4-8: Fund relating Walnumbers.

(604) 721-8757.
4-5: Fund raleing. "Alumni Program Capital Campulans," workshop, for for Advancement and Support of Edition. Hyatt Regency Hotel, Pitskel Contact: cast., Suite 400, 11 Deposit cle. Wushington 20036; (202) 32490.
4-6: Computers. Annual symposium at theory of computing, Associated Computing Muchinery, Victoria, Bid Columbia. Contact: Mike Fellows. Counted Science Department, University puter Science Department, University Victoria, Victoria, Brilish Colum Vaw 2Y2; (604) 721-7299.

4-7: Computers and social sciences. Conjuling for the Social Sciences. Conce. University of Michigan. And bor. Mich. Contact: Computing for Social Sciences.

oor, Mich. Contact: Computing for Social Sciences, University of Michigary Conferences and Sciences, Room 112, 541 Thompson Str. Ann Arbor, Mich. 48109-1360; (31)) 5304, fax (313) 764-1557.

8-71 Personnel. "College-Teacher law view," workshop, sat Gallup, Llad Neb. Contact: Cheryl T. Beamer, View, Contact: Cheryl T. Beamer, View, Contact: Cheryl T. Beamer, View, 301 68th Street, Lincoln, Neb. 681 (800) 288-8592.

(800) 288-8592.
6-71 Admissions. College fair, National sociation of College Admission Commons, Edison, N.J. Contact: NACAC, 31 430. Alexandria, Va. 22314; (703) 2222, fax (703) 836-8015.

2-22. (ax. (703) 836-8015.

B: Adult students. "Admitting and Conseling Adult Students." national system. College Board. Omni George Hotel. Washington. Confact: Elsas Morris. Conference Director, Office, Adult Learning Services, College 884 45 Columbus Avenue, New York 106 (212) 713-8101. (212) 713-8101.

(212) 713-8101.

7: Fund raising, "How to Develop a cessful Planned-Giving Program," senar, Nova University, Fort Lauder Fla. Contact: Nova University, Office Continuing Education, 201 Malinanth I ywood Building, 3301 College Area Fort Lauderdale, Fla. 33314.

7-8: Business officers, "Endowment Magement," workshop, National Association of College and University Busin Officers, Orange County, Cal. Contact NACUBO, Professional Development Department, Suite 500, One Dupont Coulombian Country Colleges, Resional Senaration 20036; (202) 861-2520.

Washington 20036; (202) 861-2521.
7-8: Community colleges. Regional seriar. Association of Community Colleges. Regional seriar. Association of Community Colleges. Columbus, Ohio. Constance, 1740 N Street, N.W., Washington, 20036; (202) 775-4667.
7-9: Computer ethics. "Ethics, Public M. Cy, and Computer Technologies Cy, and Computer Technologies Cy, and Computer Bibles, See Use," meeting, Computer Bibles, See

Business Machines Corporation, Marriott Hilton Head Hotel, Hilton Head, S.C. Contact: James Corey, 1904) 392-9020, or Pegsy Federhart, (303) 924-9528.

10-13: Community advocation. "Learning to Build Communities: Adult Education for Healthy Communities," conference, Simon Fraser University, Whistler, British Columbia. Contact: Christine Schlattner, Simon Fraser University at Harbour Centre, 515 West Hastings Street, Vancouver, British Columbia V6B 5K3: (604) 291-5086.

291-5086.

10-13: Institutional research, "Education: the Global Perspective," annual forum, Association for Institutional Research, Atlanta Hilton and Towers Hotel, Atlanta. Contact: AIR. 314 Stone Building, Florida State University, Tallahassee, Fla. 32306-3038; (904) 644-4470; BITNET AIR@FSU.

Fla. 32300-36304
AIR@FSU

10-13: interdisciplinary programs. National conference on non-traditional and interdisciplinary programs. George Mason University, Virginia Beach. Contact:

11-12: Student recruitment. "Skills Development for New Admission Recruiters," workshop, Council for Advancement and Support of Education, Toronto, Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900. 13-12: Marketing. "Marketing Clinic: How to Increase Adult Student Enrollment," College Board, Omni Ambassador East

Hotel, Chicago, Contact: Elena K. Mor-ris, Conference Director, Office of Adult Learning Services, College Board, 45 Columbus Avenue, New York 10023; (212) 713-8101.

May 8 M T W T F 8 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

11-13: Fund raising, "Corporate and Foundation Support," workshop, Council for Advancement and Support of Education, Doubletree Marina Del Rey Hotel, Los

District Marina Del Rey Hotel. Los Angeles. Contact: cAse, 11 Dupont Circle, Washington 20036; (202) 328-5900.

1.1.3: Institutional advancement. "Using Computers in Your Alumni and Development Operations." workshop. Council for Advancement and Support of Education. New Orleans. Contact: cAse, Sulte 400, 11 Dupont Circle, Washington 20136; (202) 328-5900.

12: Education. "Interactive Multimedia in Education." University. Contact: Arlene Washington University. Contact: Arlene

Education, videoconference, George Washington University, Contact: Arlene Polinsky, (20)2, 994-8233.

12: Institutional advancement. "Writing for Development," workshop, Council for Advancement and Support of Education, Adam's Mark Hotel, St. Louis, Contact: Cast., Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

13-14: Admissions. College fair, National Association of College Admission Counselors, Hartford Civic Center, Hartford, Conn. Contact: NACAC, Suite 430, Alexandria, Va. 22314; (703) 836-2222, fax (703) 836-8015.

port of Education, New Orleans, Contact: CAST., (202) 328-5900

23-18: Management. "Facility Layout and Optimal Adjacency Modeling." workshop. OR/Ed Luboratories, Oriental, N.C. Contact: OR/Ed, P.O. Box 888, Oriental, N.C. 28571; (919) 249-3040.

24: Fund ralating. Seminars, Nova University. Fort Lauderdale, Fla. Contact: Nova University. Office of Continuing Education, 201 Mailman-Hollywood Building, 3301 College Avenue, Fort Lauderdale, Fla. 33314.

Continued on Follower Page

13-15: Faculty development. "Creating Cli-mates for Learning." workshop, Council

of Independent Colleges, Raleigh, N.C. Contact: Mary Ann Rehnke, Ctc., Suite

320, One Dupont Circle, Washington 20036; (202) 466-7230.

13-15: Fund raining. Conference on annual giving. Council for Advancement and Support of Education. Adam's Mark Ho-

tel, St. Louis, Contact: CASE, (202) 328-

3909.
13-15: Institutional advancement. "Running an Effective Advancement and Information-Services Program." workshop, Council for Advancement and Support of Education, New Orleans.
Control Control

Continued on Following Page

# CONFERENCES, WORKSHOPS

The Twelfth Annual International Conference on

# CRITICAL THINKING & EDUCATIONAL REFORM

Cultivating the reasoning mind: Teaching, Testing, Standards, and Assessment

Center for Critical Thinking & Moral Critique at Sonoma State University August 9–12, 1992

"It simply will not do for our schools to produce a small olite to power our scientific nent and a larger cause of workers with basic skills to do routine work. Millions of people around the world now have these same basic skills and are willing to work twice as ong for as little as one-tenth our basic wages. To maintain and enhance our quality of life, we must develop a leading-edge economy based on workers who can think for a living. If skills are equal, in the long run wages will be too. This means we have so educate a vast mass of people capable of thinking critically, creatively, and imaginatively.

Donald Kennetty, President, Stabilird University
in a letter sent to 3,000 callege and naive slift presidents

"Thought and content un: not antagonists but inseparable partners. There is no such thing as thinking about nothing. When we think about nothing we are not thinking. Thinking requires content, substance, something thought about. On the other hand, content is purasitic upon thinking, [15]; discovered, created, by throught, Analyzed, synthesized, by thought, Organized, transformed, by thought. Accepted, rejected, by thought. To teach content without regard for student thinking is to prevent that comeant from being transformed, in the mind of the student,

Crifical Thinking: What Every Revson Needs to Survive in a Rapidly Changing World

# FEATURED SPEAKERS INCLUDE:

RICHARD W. PAUL

MICHARD S. CRIVEN
GEDRICE HAPPED

Breating figures School Distinguisted Expert in Evaluation and Assessation, Author of Remaining President General Street Distinguisted Expert in Evaluation and Assessation, Author of Remaining President Remaining President General Street Floration, The College Floration

MATTHEW LIPMAN Pounding & Diseased, Institute from the Advancement of Philosophy for Children

SHARION BAILIN

ALAIN SCHOENFELD

Disversity of Natidobs, Author of Activiting Extraordinacy Harits, Specialist in Critical Thinking in Mathematics PRERY WEDDLE.

California Extensively, Authors of States in Integrating Critical Thinking fine Extinct Thinking and Control Trinking in Mathematics of Real Dissortion. University of New Orleans, Specialist in Integrating Critical Thinking fine Extinct Thinking Across the Curriculum JOHN CHAFFEE.

J. Counting Companying Colleges Author of Anti-Rich of College Interface in the Control Thinking in Control Thinking fine Extinct Thinking Across the Curriculum Author of Sarting Foundation of Sarting Florations, Seek Julia of Control Thinking fine Extinct Thinking Across the Curriculum Annual Distance of Sarting Florations, Seek Julia of Control Thinking and Education States of College Author of Anti-Rich Sarting Florations, Seek Julia of Control Thinking in Prospertic Education

SUSSAN HARVES Sarting Floration of Anti-Rich Sarting Floration (Sarting College)

WERNEL CALLES BLATZ

MARLES BLATZ

MARLE

ntofforg on Fulger Taloking topor's and historication SOME HIGHLIGHTS

The conference will include over 250 wo As the world's oldest and largest Critical Thinking conference, a full range of concerns and entities of concerns and entitle How to Design Effective Faculty Developmen

 How to Integrate Critical Tranking into General Education How to Integrate Critical Thinking into Professional Education
 How to Facilitate Departmental Involvement in Change How to Design Programs in Critical and Analytic Writing
 How to Use Learning Centers to Poster Critical Thinking

✓ For More Information Call or Write: Center for Critical Thinking and Moral Critique Sonoma State University

Rohnert Park, CA 94928 (707) 664-2940

Conference Registration Fees

\$21,31001 forton

\$325 for 2 persons marche same nutrenton

\$510 for each additional person

\$150 for each additional person

Write for Discount Rate for Registration Paid by Tane 15, 1992 Make Checks Payable to: SSU Academic Foundation

7

-

How to have gents Critical Hunting Interdisciplinary Lourning
How to Manual Programs in Chical Talaking
How to Secure Programs in Chical Talaking
How to Secure Programs in Chical Talaking
Critical Talaking
Critical Talaking as Sequipament
How Allating as Sequipament
How Allatins as Sequipament
DTCICTR

REGISTRATION

Z Held in the Beautiful Sonoma/Napa Wine Country of Northern California.

near San Francisco.